Health and Welfare Canada
Santé et Bien-être social Canada

Health Promotion in the Workplace

A Sampling of Company Programs and Initiatives

Air Canada Algoma Steel Corporation Ltd. Bell-Northern Research Ltd. Bell Canada Blount Canada Ltd. British Columbia Telephone Co. Burns Fry Ltd. Le Mouvment Desjardines Canadian Hunter Exploration Ltd. Canadien Pacifique Ltée Canadian Wheat Board City of Waterloo Colgate-Palmolive Canada Consumers Gas Company Ltd. Commission Canadienne du blé Crossley Carpet Mills Ltd. Dow Chemical Canada Inc. Falconbridge Limited Fednav Ltd. Finning Ltd. General Electric Canada Inc. General Motors of Canada Ltd. Gennum Corporation Gulf Canada Resources Ltd. Hallmark Cards Canada Hervé Pomerleau inc. Hongkong Bank of Canada Hudson Bay Mining & Smelting Company Ltd. Husky Injection Molding Systems Ltd. IBM anada Ltd. Imperial Oil Limited James Richardson & Sons Ltd. John Labatt Limite lak Canada Inc. London Life Insurance Company Maclean Hunter Limi Millan Bloedel Ltd. Manitoba Telephone System Manufacturers Life Insur ny Manuvie Mobil Oil Canada Ltd. New Brunswick Telephone Compa Telecom Canada Inc. Nova Corporation of Alberta Ontario Hydro P Prudential Insurance Company of America Le Groupe n Telecommunications Saskatchewan Wheat Pool Le Southam Inc. Stelco Inc. Sun Life Assurance Compan sat Canada Toyota Canada Inc. Union Carbide C vncrude Canada Ltd. Air Canada Algoma Steel ch Ltd. Bell Canada Blount Canada Ltd Fry Ltd. Le Mouvment Desjardines Canadia fique Ltee Canadian Wheat Board da Consumers Gas Company Ltd. Co ls Ltd. Dow Chemical Canada In neral Electric Canada Inc. G ulf Canada Resources Ltd a Bank of Canada Hu lding Systems Ltd. Ltd. John Labo aclean Hunte rers Life In e Com rio

Canada

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HEALTH PROMOTION IN THE WORKPLACE

A Sampling of Company Programs and Initiatives

Également disponible en français sous le titre *LA PROMOTION DE LA SANTÉ EN MILIEU DE TRAVAIL - Échantillonnage de programmes et d'initiatives en cours dans les entreprises.*

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TABLE OF CONTENTS

ACKNOWLEDGEMENTS i

INTRODUCTION 1

COMPANY PROFILES 3

AGT Ltd. 5
Air Canada 7
The Algoma Steel Corporation, Limited 9
Bell Canada 11
Bell-Northern Research Ltd. 13
Blount Canada Ltd. 15
British Columbia Telephone Company 16
CP Rail 18
Canadian Hunter Exploration Ltd. 19
Canadian Wheat Board 20
City of Waterloo 22
Colgate-Palmolive Canada 24
Confédération des caisses populaires et d'économie Desjardins du Québec 26

Consumers Gas Company Ltd. 27
Crossley Carpet Mills Ltd. 29
Dow Chemical Canada Inc. 30
Fednav Limited 31
Finning Ltd. 33
General Electric Canada Inc. 34
General Motors of Canada Ltd. 36
Gennum Corporation 38
Gulf Canada Resources Limited 39
Hallmark Cards Canada 41
Hongkong Bank of Canada 43
Hudson Bay Mining and Smelting Co., Limited 44
Husky Injection Molding Systems Ltd. 45
IBM Canada Ltd. 47
Imperial Oil Limited 49
Kraft General Foods Canada Inc. 51
John Labatt Limited 53
London Life Insurance Company 54
Maclean Hunter Limited 56
MacMillan Bloedel Limited 57
Manitoba Telephone System 58
Manulife Financial 60
Mobil Oil Canada 63
National Bank of Canada 65
New Brunswick Telephone Company Ltd. 67
Noranda Inc. 68
Northern Telecom Canada Inc. 70
Nova Corporation of Alberta 71
Ontario Hydro 72
Parkridge Centre 74
Hervé Pomerleau Inc. 76
Prudential Insurance Company of America 77
Reynolds Aluminium Ltd. 79
James Richardson & Sons Ltd. 80
Royal Trust 81
SNC Group Inc. 82
Saskatchewan Telecommunications 83
Saskatchewan Wheat Pool 85
Seagram Ltd. 87
Southam Inc. 88
Stelco Inc. 89
Sun Life Assurance Company of Canada 91
Suncor Inc. 93
Teleglobe Canada Inc. 94
Telesat Canada 96
Toyota Canada Inc. 97
Union Carbide Canada Limited 98

Union Gas Limited 100
Vancouver City Savings Credit Union 102

APPENDIX A -
LIST OF CONTRIBUTORS 105

INTRODUCTION

In early 1990, Health and Welfare Canada decided to contact a selection of Canadian workplaces to collect information about the types of health promotion programs being offered to employees. The intention was to use this information for internal reference purposes and future program planning and development. Although Health and Welfare Canada was aware of many programs being implemented across Canada, there was a need to expand this knowledge and to learn more about the extent and scope of existing company programs. Approximately 260 private-sector companies were contacted and asked if they were offering health promotion programs to their employees; if so, they were asked what types of issues were being addressed, and what was the nature, size and structure of their workforce.

During the process of gathering this information many companies requested that this information also be made available for their reference purposes.

In response to these requests, the Department decided to produce a publication containing this information, which would be made available to the business community and other interested parties upon request.

This document, therefore, is a collection of Profiles based on information provided and approved by individual companies, or alternately, produced by the participating companies themselves.

In reviewing the information received, it was most interesting and encouraging to observe the level of commitment to health promotion programming within Canadian workplaces.

All levels of program development are represented, from companies with health promotion programs in the conceptual stage, to those which offer very comprehensive programs. One element common to all companies is a commitment to expanding, improving and tailoring the programs to meet the needs of their workforce.

It is hoped that this publication will provide readers with a perspective on the current status of health promotion programming within a sampling of Canadian businesses, and will serve as a valuable resource guide for companies wishing to either embark on a program in the future, or to further broaden the programs they presently operate.

COMPANY PROFILES

ORGANIZATION NAME:	**AGT Ltd.**
ADDRESS:	**10020 - 100 Street, Edmonton, Alberta. T5J 0N5**
CONTACT PERSON:	**Barbara Noble, Corporate Health and Fitness Coordinator.**
TELEPHONE NO.:	**(403)493-5517**
FAX NO.:	**(403)493-6542**
SIZE OF WORKFORCE:	**11,872 - One-third of employees work on a continual 24-hour shift-work schedule.**
NATURE OF BUSINESS:	**Communications**

PROGRAM DESCRIPTION:

AGT Ltd. has five Occupational Health Centres located throughout Alberta, all of which are staffed by occupational health nurses. The health promotion services offered to employees include pre-placement medicals; first aid treatment; treatment of minor illnesses; referral of major illness and injury to appropriate individuals/agencies; health assessments and screening; and administration of medication. Programs have also been developed to prevent back injury and strain, and to educate employees on repeated injury strain. Health Centres are involved in ergonomics - assessing and ensuring that the work environment is safe, healthy and efficient. AGT is currently in the initial stages of implementing an Employee and Family Assistance Program, and until this program is in full operation, counselling and referrals are being handled by health personnel. Preventative health presentations are also provided in the areas of nutrition, stress and pre-retirement. A fitness facility has been constructed in Edmonton and options are being considered in other regions.

AGT currently is in the process of formalizing an AIDS policy and has a formal corporate policy on substance abuse and rehabilitation; however, additional Health and Wellness policies have not yet been formalized. Although most programs are available to employees only, families are involved in the pre-retirement program and the Employee and Family Assistance Program. As well, the fitness facility is available to annuitants, and certain special events organized by the fitness staff include family members.

The fitness facility is administered by a fitness consulting firm; however, an Employee Advisory Committee meets regularly with the firm to communicate employees' ideas, concerns and other information related to the Centre. Additional Wellness programs are administered by health nurses employed by the company and the Corporate Health and Safety Department. This group has recently established 36 employee Safety Committees throughout Alberta, and these groups are becoming increasingly active in the promotion and support of corporate health programs. To date, the Health and Wellness Programs have not been formally evaluated.

ORGANIZATION NAME:	**Air Canada**
ADDRESS:	**500 René-Lévesque Blvd. West, Place Air Canada, Montreal, Quebec. H2Z 1X5**
CONTACT PERSON:	**Claude Thibeault, M.D., Senior Director, Medical Services.**
TELEPHONE NO.:	**(514)879-7492**
FAX NO.:	**(514)879-7491**
SIZE OF WORKFORCE:	**Approximately 22,000**
NATURE OF BUSINESS:	**Transportation**

PROGRAM DESCRIPTION:

Health promotion programming within Air Canada is offered through its Occupational Health Programs section. Employees are offered physical examinations which include biochemical analyses, pulmonary function testing, electrocardiograms, vision testing, audiograms and a feedback report. Other health-related issues being addressed are rehabilitation, back care, stress control, substance abuse, weight problems, AIDS awareness, pre-retirement and education. As well, advice is provided to employees on diseases and problems encountered while travelling in tropical climates. Information is made available to employees through company manuals, newsletters, course materials, videos, seminars and medical feedback packages.

Air Canada has developed an Employee Assistance Program to respond to the needs of employees who are facing social and medical problems, and who require assistance in coping with matters of an emotional, family, legal, marital and financial nature.

No definite policy has been established related directly to health promotion, although policies are in effect with regard to the Employee Assistance Program, substance abuse and AIDS in the worksite. Many of the activities are covered in general company policies and procedures. Some activities are open to family members and retirees. Employee committees assist with the administration of many of the health promotion programs offered by Air Canada.

ORGANIZATION NAME:	**The Algoma Steel Corporation, Limited**
ADDRESS:	**Queen Street West, Sault Ste. Marie, Ontario. P6A 5P2**
CONTACT PERSON:	**Mr. J. D. Rickaby, Supervisor, Employment & Medical Services.**
TELEPHONE NO.:	**(705)945-2234**
FAX NO.:	**(705)945-2348**
SIZE OF WORKFORCE:	**8,000 - Majority of employees operate on a shift-work schedule.**
NATURE OF BUSINESS:	**Basic Steel Production**

PROGRAM DESCRIPTION:

The Algoma Steel Corporation, Limited offers a variety of health promotion programs to its employees. An Employee Assistance Program is operated by the company in consultation with bargaining unit employees, with referrals being made directly or through a network of over 100 trained referral agents at all levels of the company. A full-time counsellor is employed on site. The Employee Assistance Program is open to all employees, retirees and members of their families.

In addition, the Medical Department provides a fully equipped physiotherapy facility, staffed by trained physiotherapists. A back care program approaches the issue from two angles - the avoidance of back strain through knowledge of skeletal anatomy and back strain prevention; and through a program of pre-work stretching exercises.

The company offers a "Countdown" program with counselling sessions and group therapy to assist employees in their efforts to quit smoking. The "Stop Smoking" program is operated in conjunction with the corporate policy which forbids smoking in any office or other confined space.

ORGANIZATION NAME:	**Bell Canada**
ADDRESS:	**Room 305 1050 Beaver Hall Hill, Montreal, Quebec. H2Z 1S4**
CONTACT PERSON:	**Mr. Raymond Buist, Assistant Vice-president, Employee Relations.**
TELEPHONE NO.:	**(514)870-2656**
FAX NO.:	**(514)870-5751**
SIZE OF WORKFORCE:	**54,000 - Less than 10 per cent of employees operate on a shift-work schedule, and night shifts apply to less than 1 per cent.**
NATURE OF BUSINESS:	**Communications**

PROGRAM DESCRIPTION:

Bell Canada offers regular voluntary health inventories to its employees according to age. This program is particularly effective in detecting hidden health problems related to poor lifestyle habits or the workplace. For example, audiograms can detect workplace noise problems; laboratory tests can detect alcohol abuse; and hemoculture can detect chronic exposure to lead. These health check-ups also include pap smears, glaucoma tests, vision and hearing tests, measurement of cholesterol and triglyceride levels; automated laboratory tests and techniques for breast self-examination.

Fitness tests are administered to evaluate a candidate's physical condition and an appropriate physical fitness program is prescribed. Fitness breaks are conducted in the workplace by monitors. Bell Canada employees in Montreal and Toronto are encouraged to take part in special intercity Participaction Challenge days. Relaxation training is provided to employees with stress problems as detected during health check-ups. As well, seminars have been provided to employees at all levels (including management) by health professionals on the following subjects: stress, nutrition, flu, smoking, AIDS, sexually transmitted diseases, menopause, depression, physical fitness, and drug and alcohol use.

Bell Canada produces a quarterly publication entitled *Publi-santé*, which deals with well-being. The company has also produced a brochure aimed at reducing the transmission of flus and colds in an office environment. Articles dealing with health issues are included regularly in the *Journal Bell*. The company has also produced a booklet on assisting employees with alcohol and substance abuse. As well, a video has been produced dealing with back problems. In 1984, Bell Canada won the "Mercuriades" award for *l'Acti-ph* bulletins dealing with lifestyle and physical fitness.

Health promotion programs are coordinated by the Medical Division and needs are determined by analysing historical data related to the incidence, prevalence and severity of employee absences, fluctuations in occasional absences, and absences caused by accidents. It is interesting to compare the absentee data collected by Statistics Canada with Bell Canada's data on absenteeism. Bell Canada has a low level of absenteeism compared to the provincial averages (Quebec and Ontario) - representing a savings for the company of 6.8 million work hours in Quebec and 5.2 million work hours in Ontario.

Bell Canada has instituted a policy on health promotion activities, which applies to prevention programs such as health inventories, immunization and health education.

ORGANIZATION NAME: **Bell-Northern Research Ltd.**

ADDRESS:

P. O. Box 3511, Station "C",
Ottawa, Ontario.
K1Y 4H7

CONTACT PERSON:

Ms. J. Gonzalez,
Assistant Vice-President,
Human Resources, Health,
Safety and Environment.

TELEPHONE NO.:

(613)763-4296

FAX NO.:

(613)763-8724

SIZE OF WORKFORCE:

4,500 (Ottawa)/300 (Montreal) - 95% of employees work regular hours.

NATURE OF BUSINESS:

Communications

PROGRAM DESCRIPTION:

Bell-Northern Research Ltd. is a telecommunications research and development subsidiary of Northern Telecom and Bell Canada. Bell-Northern Research has a Health and Safety Policy that commits the organization to health promotion and, since the early 1970s, has demonstrated a concern for and a commitment to the health, safety and well-being of its employees. Although health maintenance and well-being can be regarded as primarily an individual responsibility, Bell-Northern Research Ltd. recognizes that a company-sponsored health promotion program can help employees in meeting this objective. Achievement of this goal, through the health promotion program, benefits both employees and the company by improving employee health, morale and productivity.

The coordination of health promotion programming falls under the responsibility of the Department of Health, Safety and the Environment, which is part of the Human Resource Division. Its mission is to promote the concept of health as the World Health Organization has defined it - a state of complete physical and emotional well-being, and not merely the absence of disease and infirmity. Bell-Northern Research takes a multi-faceted approach. There is an educational thrust which includes lectures, seminars, courses on health-related issues and concerns of stress, nutrition, AIDS, cardiovascular disease, cancer awareness and smoking cessation to mention a few. A quarterly newsletter, *Health Track*, is distributed to employees and their families. Bell-Northern Research maintains an on-site health centre staffed by a physician and nurses, who provide occupational health examinations for employees. Treatment of minor illnesses and immunization are daily activities in the health centre.

Counselling services are also available through the health centre staff, and there is a confidential off-site Employee Assistance Program that deals with personal and emotional issues, family and marital problems, work-related issues, substance dependence and stress. At company headquarters in Ottawa, a 1,390 m^2 on-site fitness centre staffed by full-time fitness instructors complements other programs.

Health staff has established extensive liaison with other health professionals in the regional, provincial, federal and private health agencies and draws on the expertise of these external resources as required. Some health promotion activities are co-sponsored by these external agencies, as well as company social organizations such as the Telephone Pioneers.

The health promotion activities at Bell-Northern Research are periodically reviewed and updated in response to emerging health issues. Most programs are evaluated on the basis of employee feedback and some are evaluated by outside agencies.

ORGANIZATION NAME:	**Blount Canada Ltd.**
ADDRESS:	**505 Edinburgh Road North, Guelph, Ontario. N1H 6L4**
CONTACT PERSON:	**Mrs. Eleanor Wickham, Human Resources Manager.**
TELEPHONE NO.:	**(519)822-6870**
FAX NO.:	**(519)822-1450**
SIZE OF WORKFORCE:	**700 - Operate on a shift-work schedule.**
NATURE OF BUSINESS:	**Manufacturing**

PROGRAM DESCRIPTION:

Although Blount Canada Ltd. does not offer a formal health promotion program, the company provides audiometric education and individual testing; blood pressure clinics; a smoking cessation program; and an Employee Assistance Program. Employees also receive a monthly publication, *Healthwise*, which contains articles on a variety of health and safety issues.

ORGANIZATION NAME:	**British Columbia Telephone Company**
ADDRESS:	**3777 Kingsway, Burnaby, B. C. V5H 3Z7**
CONTACT PERSON:	**Mr. Don W. Champion, Vice-President, Administration.**
TELEPHONE NO.:	**(604)432-2151**
FAX NO.:	**(604)434-6616**
SIZE OF WORKFORCE:	**15,000 - Majority of employees work regular hours.**
NATURE OF BUSINESS:	**Communications**

PROGRAM DESCRIPTION:

British Columbia Telephone Company offers its employees a comprehensive Occupational Health and Safety program which includes fitness, employee assistance, safety and health modules. This program has been an integral part of B.C. Tel's commitment to quality in providing employees with a safe and healthy work environment. The program has been in place since 1970 and includes physicians, nurses, employee assistance counsellors and fitness coordinators.

The program is offered to all B.C. Tel's group of companies in a variety of centres throughout British Columbia. The programs offered by the Health group include pre-employment health reviews; periodic health assessments; health counselling and follow-up; first-aid treatment; treatment of minor illnesses; referral to community agencies; health promotion programs; and vision and hearing tests. The Employee Assistance group offers stress management programs, supervisory awareness programs, and a 24-hour counselling and

referral service, which deals with personal crises and drug/alcohol problems. The Safety program is designed to encourage all B.C. Tel employees to review their own safety practices both on and off the job, and to create a healthy, safe environment through legislative requirements and on-going education.

B. C. Tel's Employee Fitness Program has taken a regional multi-site approach to physical activity fitness facility development across British Columbia, with a regional incentive program for employees outside core areas. The Fitness Program offers fitness testing, personal exercise prescriptions, group exercise classes, specialty programs such as strength training, weight control, Tai Chi, pre-ski, energy breaks and a variety of recreational events.

Health promotion programs offered by the Nursing group include CPR training, stress management, cardiovascular health, AIDS education, back care training, office ergonomics, nutrition and lifestyle enhancement, pre-menstrual syndrome awareness and a variety of screening programs in the areas of blood pressure, self-breast examination, cholesterol and hearing conservation. Guest speakers attend regular "Lunch and Learn" sessions on such topics as skin cancer, breast cancer, marital counselling, AIDS and healthy eating.

As well, B.C. Tel produces a bi-monthly publication, *Fit-to-Tel*, and a quarterly publication, *Healthworks*, both dealing with health and fitness issues.

B.C. Tel Health Services encourages employee participation on various committees such as the Nutrition, Fitness and Joint Health and Safety Committee.

ORGANIZATION NAME:	**CP Rail**
ADDRESS:	**P. O. Box 6042, Station "A", Montreal, Quebec. H3C 3E4**
CONTACT PERSON:	**Albert Prossin, M.D., Senior Corporate Advisor, Occupational and Environmental Health.**
TELEPHONE NO.:	**(514)395-7724**
FAX NO.:	**(514)395-7863**
SIZE OF WORKFORCE:	**21,900 - Operate on a shift-work schedule.**
NATURE OF BUSINESS:	**Transportation**

PROGRAM DESCRIPTION:

CP Rail provides training in both first-aid and CPR to employees and monthly health themes are featured in a central location. As well, employees have participated in special promotions dealing with breast self-examination, smoking cessation, weight reduction, nutrition and blood pressure measurement. Last year, each employee received a smoking cessation kit.

There is an active Employee Assistance Program to assist employees with both mental and physical rehabilitation problems.

The company also has a system whereby employees undergo regular periodic physical examinations.

At the present time, no policies have been instituted with regard to health promotion programs at CP Rail.

ORGANIZATION NAME:	**Canadian Hunter Exploration Ltd.**
ADDRESS:	435 - 4th Avenue SW, Calgary, Alberta. T2P 3A8
CONTACT PERSON:	Mr. R. A. Ross, Supervisor, Payroll and Benefits.
TELEPHONE NO.:	(403)260-1000
FAX NO.:	(403)260-1899
SIZE OF WORKFORCE:	362 - No shift-work.
NATURE OF BUSINESS:	Petroleum exploration and production

PROGRAM DESCRIPTION:

Canadian Hunter Exploration Ltd. has offered a number of health-related programs, some on an ongoing basis and others on a one-time basis. In conjunction with a move to a smoke-free environment in the workplace, a smoking cessation program was offered to employees and their spouses. In addition, they have provided CPR training and nutrition seminars to employees and currently subsidize memberships at area fitness facilities. The company also sponsors an Employee Assistance Program, which is supported by a corporate policy and is open to family members.

ORGANIZATION NAME:	**Canadian Wheat Board**
ADDRESS:	**423 Main Street, Winnipeg, Manitoba. R3B 1B3**
CONTACT PERSON:	**Mrs. C. D. McFee, Director - Human Resources.**
TELEPHONE NO.:	**(204)983-3544**
FAX NO.:	**(204)983-3841**
SIZE OF WORKFORCE:	**430 - Very limited number of employees operate on shift-work schedule.**
NATURE OF BUSINESS:	**Grain Marketing**

PROGRAM DESCRIPTION:

In 1981, the Canadian Wheat Board initiated a comprehensive work-site Employee Fitness and Lifestyle Program in response to employee and company commitment to the positive benefits of exercise and health promotion in the workplace. The types of programs offered focus on two areas: fitness programming and lifestyle promotion.

Fitness programming includes a large variety of exercise classes, recreational activities and many special events. Lifestyle promotion includes health education, distribution of educational materials, and specialty seminars on a variety of current health issues.

The fitness programs are available to all active and retired employees with users paying a small one-time fee and a minimal registration fee for each 8-week session. The ongoing operation of the Employee Fitness and

Lifestyle Program is the responsibility of a full-time Coordinator, who is supported by volunteer fitness instructors and a Fitness Advisory Committee. The volunteer employees undergo extensive training which prepares them to lead classes. The training of company employees keeps the program cost to a minimum and encourages employees to be responsible for the continued success of their program. Both the volunteers and the Advisory Committee provide input into the day-to-day operations and into future program directions.

All fitness and lifestyle events are promoted in an internal newsletter produced by the Fitness Department, which also contains articles related to health issues. The program is currently being evaluated for an M.Sc. thesis.

ORGANIZATION NAME:	**City of Waterloo**
ADDRESS:	**100 Regina Street South, P. O. Box 337, Waterloo, Ontario. N2J 4A8**
CONTACT PERSON:	**Mr. T. O. Hallman, Director, Human Resources.**
TELEPHONE NO.:	**(519)747-8709**
FAX NO.:	**(519)747-8760**
SIZE OF WORKFORCE:	**375 full-time/200 temporary, part-time and seasonal - Operate on a shift-work schedule in some areas.**
NATURE OF BUSINESS:	**Municipal Government**

PROGRAM DESCRIPTION:

Through its training and development program, the City of Waterloo has attempted on a yearly basis to offer training to individual employees in the area of stress management. Where possible, they provide fitness rooms and equipment for the use of employees who wish to maintain their personal physical fitness levels. Periodically, physical assessments and counselling on fitness and nutrition have been provided. Also offered is an Employee Assistance Program to provide counselling to employees facing emotional difficulties, family or relationship troubles and emergency situations. This program is generally offered to employees; however, family members may be involved at the discretion of a counsellor.

Corporate policies are in place with regard to their overall training and development program and also the Employee Assistance Program. Their programs are administered by the Human Resource Department and at this point in time have not been evaluated.

ORGANIZATION NAME:	**Colgate-Palmolive Canada**
ADDRESS:	64 Colgate Avenue, Toronto, Ontario. M4M 1N7
CONTACT PERSON:	Mr. J. B. Tiernay, Director, Human Resources Dept.
TELEPHONE NO.:	(416)461-8234
FAX NO.:	(416)461-1528
SIZE OF WORKFORCE:	Currently 445 (upcoming merger will expand to 910) - Operate on a shift-work schedule in the manufacturing sector.
NATURE OF BUSINESS:	Manufacturing

PROGRAM DESCRIPTION:

The President and General Manager of Colgate-Palmolive Canada, Mr. Mendes de Franca is highly committed to the goal of health promotion for his employees. The company offers an Employee Assistance Program administered by an external agency which provides assessments, counselling, referral and follow-up services to employees with fees being pre-paid by the company. The Employee Assistance Program is open to family members and is run by a joint union/management committee.

There is a very active health and safety program which includes a preventative focus. Testing such as air quality, audiometric, pulmonary lung functioning and noise levels is conducted at regular intervals to detect concerns and take action.

The management of Colgate-Palmolive receive memberships at a health and recreational club. The company newsletter features educational articles written by experts in the fields of stress, balancing work and family life, nutrition, etc. Training initiatives provide workshops on stress management when the need is expressed. There is an employee-driven social club, which receives support from the company. The employer also sponsors a company baseball team. The cafeteria provides full-course meals, as well as salad and fruit selections. In order to allow staff to take full advantage of their leisure time, summer hours are offered to employees.

ORGANIZATION NAME:	**Confédération des caisses populaires et d'économie Desjardins du Québec**
ADDRESS:	**100 des Commandeurs Avenue, Lévis, Quebec. G6V 7N5**
CONTACT PERSON:	**Mrs. Louise Grégoire, Employee Relations Consultant.**
TELEPHONE NO.:	**(418)835-2389**
FAX NO.:	**(418)833-5873**
SIZE OF WORKFORCE:	**2,000 - Operate on a shift-work schedule in the computer operations area only.**
NATURE OF BUSINESS:	**Finance**

PROGRAM DESCRIPTION:

The Confédération des caisses populaires et d'économie Desjardins du Québec initiated a health promotion program in 1988. No policies have been instituted relating to the program. A variety of activities are offered including three sessions on smoking cessation, lunch-hour presentations dealing with a variety of issues, including AIDS, as well as exhibits on sobriety, nutrition, etc. Articles under the heading "À votre santé" are published in an employee newspaper entitled *En Mouvement*. The programs are of an informative nature and address both the workplace and improved lifestyle habits.

The programs are initiated and evaluated by the Human Resources section.

The lunch-hour presentations are offered to employees and retirees; other activities are available to employees only.

ORGANIZATION NAME:	**Consumers Gas Company Ltd.**
ADDRESS:	P. O. Box 650, Scarborough, Ontario. M1K 5E3
CONTACT PERSON:	Anita M. Harvey, Manager, Occupational Health Services.
TELEPHONE NO.:	(416)495-5432
FAX NO.:	(416)495-6092
SIZE OF WORKFORCE:	3,500 (in 6 regional offices) - Operate on a shift-work schedule in limited areas.
NATURE OF BUSINESS:	Natural Gas Utility

PROGRAM DESCRIPTION:

Consumers Gas Company Ltd. offers health promotion programs to employees by way of lunch-hour education sessions, with presentations being given by the Canadian Cancer Society, the YMCA, and the Ontario Heart and Stroke Foundation. Full-day sessions have also been held at several offices dealing with blood presssure screening and health education. In conjunction with the Peel Department of Public Health, a one-day program on heart health was held in a regional office, where information on cholesterol screening, fitness, healthy weight, nutrition, smoking cessation, blood pressure monitoring and stress management was provided. In Ottawa, a two-day nutrition awareness presentation was offered in conjunction with the Ottawa-Carleton Department of Health.

In addition to health education, the company has offered noon-hour Tai Chi classes and low-impact aerobics classes over a 10-week period. Each year, employees participate in Canada Fitweek activities including 24-hour volleyball marathons, table tennis, frisbee golf, walks, runs and rides. The company has developed an ongoing "Steppin'Out" program, which provides walking and jogging routes within the vicinity of the company offices. The concept of this program is to promote physical activity through an easily accessible and attainable event. Routes have been designated within an area of Scarborough and points are logged for "time" and "distance". When various point levels are attained, Achievement Awards are presented. A program is also currently being developed to promote the use of stairs within the building with the aim of increasing cardiovascular health and physical activity.

A Wellness Committee, composed of staff employees, meets to plan events, share ideas and provide resources for implementing activities. A survey was carried out in 1989, to determine the areas of need and interest among employees. Although the program has not been evaluated as a whole, feedback is obtained from participants after each program. An overall evaluation will be addressed in the future by the Wellness Committee. Each event or program is promoted internally through bulletin board notices, posters, word of mouth and PA announcements.

In March 1989, Consumers Gas received a National Employee Fitness Award from the Canadian Chamber of Commerce, and Fitness and Amateur Sport.

ORGANIZATION NAME:	**Crossley Carpet Mills Ltd.**
ADDRESS:	435 Willow Street, Truro, Nova Scotia. B2N 5G2
CONTACT PERSON:	Ms. Evelyn Furmidge, Personnel.
TELEPHONE NO.:	(902)895-5491
FAX NO.:	(902)893-4779
SIZE OF WORKFORCE:	400 - Operate on a shift-work schedule, with 12- and 8-hour shifts.
NATURE OF BUSINESS:	Manufacturing

PROGRAM DESCRIPTION:

Crossley Carpet Mills Ltd. has offered many programs to employees including smoking cessation (Life Sign, Weedless Wednesday, "Countdown"), back care, weight loss, weight training, fitness classes, stress management, diet control, etc. They also provide an Employee Assistance Program for their employees, and this program is supported by a corporate policy.

In addition to the programs mentioned, the company participates in other annual events such as the Corporate Health Challenge and the Terry Fox Run. Also, at their annual Awards Banquet, a Life Style Award is given to employees who have made positive changes in their lifestyles with regard to diet, health, etc.

At the present time, programs are not available to family members or retirees and no evaluation has been undertaken.

ORGANIZATION NAME:	**Dow Chemical Canada Inc.**
ADDRESS:	**1086 Modeland Road, Sarnia, Ontario. N7T 7K7**
CONTACT PERSON:	**Ian M. F. Arnold, M.D., Corporate Medical Director.**
TELEPHONE NO.:	**(519)339-3131**
FAX NO.:	**(519)339-3824**
SIZE OF WORKFORCE:	**3,500 - Operate on a shift-work schedule at production sites.**
NATURE OF BUSINESS:	**Manufacturing**

PROGRAM DESCRIPTION:

Dow Chemical Canada Inc. has had an active Occupational Health program since the 1940s, when it opened its first Canadian manufacturing site. An integral part of the program has always been the area of health promotion. During the past decade, more specific programs have evolved in the areas of health assessment, wellness and employee assistance. Although some regional variations exist, Dow's programs provide employees with social support, information on the home and work environment and health practices.

Many of the programs are open to family participation and/or address family-related concerns. The programs themselves are employee-driven in the areas of Employee Assistance and "Up with Life", the company's wellness program. Guidelines and policies have been drawn up to assist the employee committees with the development and administration of the programs. Evaluation of the programs is being done on an ongoing basis as part of Dow's commitment to quality.

ORGANIZATION NAME:	**Fednav Limited**
ADDRESS:	**2600-600 de la Gauchetière Street West, Montreal, Quebec. H3B 4M3**
CONTACT PERSON:	**Mr. G. L. Blagrave, Director, Human Resources and Information Systems.**
TELEPHONE NO.:	**(514)878-6500**
FAX NO.:	**(514)878-6642**
SIZE OF WORKFORCE:	**150**
NATURE OF BUSINESS:	**Marine Transportation**

PROGRAM DESCRIPTION:

Fednav Limited has long recognized the importance and value of promoting healthy employee lifestyles. For many years, it has sponsored a tennis program for employees and has provided equivalent cost subsidies to employees who prefer to pursue alternative athletic endeavours. Management employees have been enrolled in executive health programs for many years, with eligible employees being free to choose from executive health services offered by two area hospitals or a private health group.

In 1990, the company introduced a health evaluation and awareness program for all non-management personnel. This program is provided by a private health care service under contract with Fednav Ltd. Along with individualized health assessments, employees participate in group information sessions and receive

information booklets dealing with nutrition, stress, heart disease, etc., as well personalized recommendations as to improvement of health status.

Based on informal feedback received from the employees who participated in 1990 (65 per cent), the program was an unqualified success, and the company anticipates a higher rate of participation in 1991. At the current time, company programs are not available to family members or retirees.

ORGANIZATION NAME:	**Finning Ltd.**
ADDRESS:	555 Great Northern Way, Vancouver, B. C. V5T 1E2
CONTACT PERSON:	Mr. Ken McIsaac, Safety Coordinator.
TELEPHONE NO.:	(604)872-4444
FAX NO.:	(604)872-2994
SIZE OF WORKFORCE:	2,000 plus - Operate on a shift-work schedule in some areas.
NATURE OF BUSINESS:	Heavy equipment sales and service

PROGRAM DESCRIPTION:

Due to the hazardous nature of its work, Finning Ltd. is very concerned about the health and safety of its employees. The company is now in the process of updating its efforts, beginning with conducting internal health and safety audits. These audits have generated recommendations for improvement of its current program and the task of implementing these recommendations has fallen to a Steering Committee composed of senior management and health and safety staff.

Some of the highlights of health and safety efforts include an Employee Assistance Program; a head office fitness program; the production of a Health and Safety Program Manual; the initiation of employee action committees; workplace monitoring for hazardous substances; pre-placement and post-placement physical examinations; and the organization of health and safety communication centres.

ORGANIZATION NAME:	**General Electric Canada Inc.**
ADDRESS:	**2300 Meadowvale Blvd., Mississauga, Ontario. L5N 5P9**
CONTACT PERSON:	**Miss J. C. Yellowlees, Reg.N.,CCOHN, Supervisor, Corporate Health, Hygiene, Safety and Environment.**
TELEPHONE NO.:	**(416)858-5299**
FAX NO.:	**(416)858-6550**
SIZE OF WORKFORCE:	**10,000 at 40 locations - Operate on a shift-work schedule, with up to 3 shifts.**
NATURE OF BUSINESS:	**Manufacturing**

PROGRAM DESCRIPTION:

The workforce of General Electric Canada Inc. is distributed among 40 locations across Canada, and of these, 13 have medical units staffed by nursing professionals and 13 physicians with specialities in occupational medicine retained on a part-time consultancy basis. Joanne Yellowlees, Supervisor, Corporate Health Services states, "We view health promotion and awareness and illness prevention as important issues in the workplace, as keys to employee wellness and company containment of health care costs."

Some of the programs offered include a smoke-free environment supported by a choice of two smoking cessation programs, first-aid and CPR training, Weight Watchers at Work, Learning at Lunch programs (e.g., sun sense, self-defence for women, breast self-examination, second-hand smoke), as well as Health Fairs dealing with a variety of health-related issues. In addition, General Electric offers an Employee Assistance

Program to handle a broad range of personal and work-related concerns. In the Toronto area, it also offers a computerized Child Care Information Service which provides free 24-hour-a-day information on day-care facilities, day camps, and emergency or special needs care.

In the Toronto area, General Electric also provides a Health and Fitness Centre with a membership of approximately 300 members, and company-wide provides medical and fitness assessments for its executives. It also produces the "G.E. Health and Fitness Newsletter" on a quarterly basis. Most of the programs, with the exception of Employee Assistance and the Day Care Information Services, are not currently available to retirees and/or family members.

ORGANIZATION NAME:	**General Motors of Canada Ltd.**
ADDRESS:	**1908 Colonel Sam Drive, Oshawa, Ontario. L1H 8P7**
CONTACT PERSON:	**Lisa Doupe, M.D., Divisional Medical Director.**
TELEPHONE NO.:	**(416)644-6246**
FAX NO.:	**(416)644-6146**
SIZE OF WORKFORCE:	**39,000 (Canada-wide) - Operate on shift-work schedules in some locations.**
NATURE OF BUSINESS:	**Automobile manufacturing**

PROGRAM DESCRIPTION:

General Motors of Canada Ltd. offers a variety of health promotion programs in its headquarters office and plants across Ontario and Quebec. The programs differ considerably from location to location, with programs being administered by employee committees, management and private sector health consultants depending on the location. A sampling of some of the programs offered includes: cholesterol screening; blood pressure clinics; cancer awareness; substance abuse awareness; fitness centres; Fitweek Walk; smoking cessation; nutrition awareness; pulmonary function testing; Health Fairs; monthly seminars; newsletters; Weight Watchers; a health promotion resource centre; walking/jogging club; blood sugar screening; incentive programs; energy breaks; health promotion literature; Ergonomics Committee; stress management; Employee Assistance Program; and hearing tests.

With the exception of the Employee Assistance Program, most of these programs are not available to family members or retirees. At the present time, minimal evaluation has taken place.

Approximately 10,000 General Motors employees are participating in an ongoing cholesterol research project being conducted by the University of Toronto and Mount Sinai Hospital, which includes cholesterol level monitoring and various dietary strategies for lowering the cholesterol levels of individuals with moderately high levels.

ORGANIZATION NAME:	**Gennum Corporation**
ADDRESS:	**P. O. Box 489, Station "A", Burlington, Ontario. L7R 3Y3**
CONTACT PERSON:	**Mr. G. D. Gambacort, Director, Human Resources.**
TELEPHONE NO.:	**(416)632-2996**
FAX NO.:	**(416)632-2055**
SIZE OF WORKFORCE:	**200 - Operate on a shift-work schedule.**
NATURE OF BUSINESS:	**Manufacturing**

PROGRAM DESCRIPTION:

At the present time, Gennum Corporation is not offering a formal health promotion program to its employees. Currently, it offers stress management programs to management staff.

ORGANIZATION NAME:	**Gulf Canada Resources Limited**
ADDRESS:	**P. O. Box 130, 401 - 9th Avenue SW, Calgary, Alberta. T2P 2H7**
CONTACT PERSON:	**Paul Irwin, M.D., Manager, Occupational & Health Services.**
TELEPHONE NO.:	**(403)233-4616**
FAX NO.:	**(403)233-5143**
SIZE OF WORKFORCE:	**1,600**
NATURE OF BUSINESS:	**Oil and Gas Exploration and Production**

PROGRAM DESCRIPTION:

Gulf Canada Resources Limited offers health promotion programs which take the following forms: a Corporate Fitness Club; an Employee Assistance Program; and Occupational Health Services. Programs include awareness programs focusing on weight control, blood pressure awareness/control, nutrition, cholesterol, stress, hearing conservation, addiction awareness, physical fitness, smoking cessation and cancer prevention. As well, the company employs a full-time Employee Assistance Program counsellor who deals with addictions and a wide range of personal, social and family concerns.

Gulf Canada Resources has corporate policies in place in the areas of work environment, safety and health. To date, no formal evaluation of health promotion programs has been undertaken, although peer review of

activities has been done through the company's involvement in the Health Committee of the Canadian Petroleum Association and other professional committees.

ORGANIZATION NAME:	**Hallmark Cards Canada**
ADDRESS:	**2 Hallcrown Place, Willowdale, Ontario. M2J 1P6**
CONTACT PERSON:	**Ms. Janet Vance, R.N., Occupational Health Nurse, Medical Centre.**
TELEPHONE NO.:	**(416)492-1300**
FAX NO.:	**(416)494-0027**
SIZE OF WORKFORCE:	**1,500 (650 in plant, distribution and maintenance) - Operate on a shift-work schedule, with 3 shifts.**
NATURE OF BUSINESS:	**Manufacturing and Distribution**

PROGRAM DESCRIPTION:

Hallmark Cards Canada offers several health promotion programs to its employees which include first-aid and CPR training; participation in three blood donor clinics annually; Weight Watchers at Work; educational updates presented by the Canadian Cancer Society; blood pressure clinics presented by the Kidney Foundation; and a Smoke-Enders clinic presented by the York Lung Association. As well, the company offers memberships at the Fitness Institute to employees at the management and specialist levels.

Programs are advertised on bulletin boards and through brochures and memos to supervisors. Monthly safety themes are promoted using posters mounted in a central location. A health and safety column is included in a monthly company newsletter and the Medical Centre is well supplied with current reading material on physical and social health, health practices, and occupational health and safety. The Medical Centre is staffed

by a full-time occupational health nurse and the services of two physicians are retained for employee referrals. The cafeteria promotes healthy eating habits and features a salad bar, special menus and posting of caloric values of foods.

The company does not have corporate policies in effect related to health promotion programs, except in the situation of fitness memberships for management staff. At this time, none of the programs are open to family members or retirees. Most health-related programs and events are organized by the Health Centre or the Personnel Department. Although it has not had its health promotion programs evaluated, the company was listed in the book, "100 Best Companies to Work For in Canada" - Financial Post, 1990. During the past two years, Hallmark Cards has provided a short work assignment for several nursing students as part of their community health training.

ORGANIZATION NAME:	**Hongkong Bank of Canada**
ADDRESS:	**300 - 885 West Georgia Street, Vancouver, British Columbia. V6C 3E9**
CONTACT PERSON:	**Ms. M. S. Thomson, Manager, Human Resources.**
TELEPHONE NO.:	**(604)641-1868**
FAX NO.:	**(604)641-2917**
SIZE OF WORKFORCE:	**3,000 across Canada.**
NATURE OF BUSINESS:	**Finance**

PROGRAM DESCRIPTION:

The Hongkong Bank of Canada is presently in the process of establishing a wellness program for its employees.

With the help of a Committee, the bank plans to set objectives, investigate areas of wellness and then implement programs which will meet the needs of its employees, which are located across Canada. The company is considering the following types of programs and approaches: Fitness programs with incentives for involvement; Non-Smoking Awareness with identification and support from the bank; an Employee Assistance Program to provide emotional and psychological support to employees and family members from a professionally trained, external source; a Day-care Referral Program; and a Weight Loss Program. The bank is committed to implementing a Wellness Program that will suit the needs of all employees.

ORGANIZATION NAME:	**Hudson Bay Mining & Smelting Co., Limited**
ADDRESS:	**P. O. Box 1500, Flin Flon, Manitoba. R8A 1N9**
CONTACT PERSON:	**Mr. Ken Entwistle, Industrial Relations Manager.**
TELEPHONE NO.:	**(204)687-2266**
FAX NO.:	**(204)687-3983**
SIZE OF WORKFORCE:	**2,200 - Operate on a shift-work schedule, with 7-day operations.**
NATURE OF BUSINESS:	**Mining**

PROGRAM DESCRIPTION:

At its Flin Flon/Snow Lake operations, Hudson Bay Mining & Smelting Co., Limited has undertaken an Employee and Family Assistance Program in cooperation with its unions, other community employers and employee groups. It is called the Assessment and Referral Service and it is independent of the organizations it serves. The service is community-based and is totally funded and administered by local employers and unions. It provides assistance in the areas of personal difficulties, such as marital problems; emotional concerns (stress and depression); parenting problems; and problems associated with substance abuse.

ORGANIZATION NAME:	**Husky Injection Molding Systems Ltd.**
ADDRESS:	**560 Queen Street South, Bolton, Ontario. L7E 5S5**
CONTACT PERSON:	**Ms. Margaret Martin, Health and Fitness Coordinator.**
TELEPHONE NO.:	**(416)857-3240 Ext. 2622**
FAX NO.:	**(416)857-3932**
SIZE OF WORKFORCE:	**670 - Operate on a shift-work schedule, with 2 shifts.**
NATURE OF BUSINESS:	**Plastics Manufacturing**

PROGRAM DESCRIPTION:

In March 1990, Husky Injection Molding Systems Ltd. created a new position within its personnel department - a Health and Fitness Coordinator. The role of the Coordinator is to promote wellness and fitness in the workplace. To determine the needs of employees, an employee survey has been carried out. Based on the survey, the company offers personal fitness testing; exercise and nutrition counselling; worksite ergonomic assessments; back care lectures; bulletin board educational postings; and distribution of literature on a variety of health-related topics.

The company cafeteria offers well-balanced, low-fat menus, a salad bar, no deep fried foods and a calorie count on all main courses. As well, herbal teas and mineral water are provided on a complimentary basis within the facility.

As part of the employee benefits package, each employee and his/her dependents are entitled to $500.00 in service annually from any of the following disciplines of care: naturopathy, chiropractic medicine and osteopathy. Programs are not open to family members or retirees. The health promotion activities are not organized by an employee committee, but employees are responsible for coordinating and organizing after-work team sports. No evaluation has been carried out as yet.

ORGANIZATION NAME:	**IBM Canada Ltd.**
ADDRESS:	**3500 Steeles Avenue East, Markham, Ontario. L3R 2Z1**
CONTACT PERSON:	**J. R. Perkins, M.D., Director, Health and Safety.**
TELEPHONE NO.:	**(416)474-2345**
FAX NO.:	**(416)474-2790**
SIZE OF WORKFORCE:	**12,600 - Operate on a shift-work schedule in some areas.**
NATURE OF BUSINESS:	**Marketing, Service and Manufacturing**

PROGRAM DESCRIPTION:

IBM Canada Ltd. is presently offering health promotion programs to all employees and in some cases, to families of employees and retirees and their families. Doctor J. R. Perkins, Director, Health and Safety states, "Our goal is to offer activities that would address the continuing spectrum that exists between health and illness, including those at risk, the worried well, as well as those who wish to undertake activity to protect their health."

The company operates a Voluntary Health Assessment program which is in fact a health risk appraisal, available on a voluntary basis to all employees 25 years of age or over. This consists of a limited physical examination, laboratory tests and a questionnaire (usually computerized) which is normally administered by the Medical Department. Also offered is a health education program called "LifePlan", which includes diverse programs from First-Aid and CPR to financial planning and driver improvement. This program involves the

reimbursement of tuition for courses provided by external agencies which meet criteria stipulated by the employer.

The company also provides a number of areas outside of the Medical Department in major buildings called Wellness Centres. These include a self-actuated blood pressure measurement machine, weigh scale and health literature. A brochure is included and each machine is being used approximately 1,500 to 2,000 times each month. Also offered is a broad Employee Assistance Program which deals with health crisis, but is also available to address concerns of employees and guide them towards proper resources.

IBM Canada Ltd. has corporate policies in place to support its health promotion programs, and both LifePlan and the Employee Assistance Program are open to family members and retirees. All corporate programs are employer-driven, although the recreational and hobby programs are coordinated by employee committees. To date, no formal evaluation of company health promotion programs has taken place.

ORGANIZATION NAME:	**Imperial Oil Limited**
ADDRESS:	**111 St. Clair Avenue West, Toronto, Ontario. M5W 1K3**
CONTACT PERSON:	**Arnold M. Katz, M.D., Director, Occupational Health Division.**
TELEPHONE NO.:	**(416)968-4925**
FAX NO.:	**(416)968-5228**
SIZE OF WORKFORCE:	**15,000**
NATURE OF BUSINESS:	**Petroleum**

PROGRAM DESCRIPTION:

Imperial Oil Limited offers its employees a number of health promotion programs annually. These programs address occupational and personal health issues of a physical and psychosocial nature. Topics are varied and have included: AIDS in the workplace, stress, burnout, two-career families, back care, health effects of specific chemical exposures, shiftwork, parenting, nutrition and fitness.

The company was the first corporate sponsor of the *Health News* bulletin, produced by the University of Toronto, which is distributed to all employees. As well, health issues are addressed from time to time in Imperial's national employee publication, which is mailed to the homes of all employees and retirees. Issues covered have included reports on the company's epidemiological studies, asbestos and its health effects, and safety tips for sun exposure.

Imperial currently has 11 health centres across Canada, which are the focal point in planning its health promotion programs. Programs are designed to meet the needs of the employee audiences in different regions across the country. The company's health professionals work collaboratively with the internal health and safety committees to ensure that employees receive meaningful programs related to health and safety. They also work with fitness experts in the fitness centres and nutritionists in the company cafeterias to develop programs that will increase awareness around health issues.

To date, no formal evaluation of the health promotion programs has been conducted by Imperial Oil.

ORGANIZATION NAME:	**Kraft General Foods Canada Inc.**
ADDRESS:	**95 Moatfield Drive, Don Mills, Ontario. M3B 3L6**
CONTACT PERSON:	**Mr. William G. Hozy, Public Affairs Manager.**
TELEPHONE NO.:	**(416)441-5502**
FAX NO.:	**(416)441-5328**
SIZE OF WORKFORCE:	**4,500 (Plants in 9 cities and Head Office in Don Mills, Ontario) - Operate on a shift-work schedule in production areas, depending on volume needs.**
NATURE OF BUSINESS:	**Food Manufacturing**

PROGRAM DESCRIPTION:

In 1989, Kraft Ltd. and General Foods Inc. merged to form Kraft General Foods Canada Inc., and the company now provides such programs as an Employee Assistance Plan to help with personal crises; individual fitness programs designed by instructors; medical support in the head office and plant; recreation club events; and periodic seminars dealing with stress, health and professional development. There are also numerous "lunch 'n' learn" sessions held in the Kraft General Foods Kitchens which provide employees with practical demonstrations and information on nutrition.

The company is a major corporate sponsor of Canada's Fitweek activities and as such participates in fitness competitions and activity days for employees at its locations across Canada during Fitweek. It also maintains a fitness centre staffed by instructors at the head office in Toronto, while activities are coordinated by Human

Resources staff in the plants. The company frequently sponsors employee teams in fundraising competitions for Easter Seals, Multiple Sclerosis and other charities. As well, each employee is entitled to a defined set of health benefits.

There is a long-standing management commitment to health and fitness programs and therefore, corporate policies are in effect related to health promotion programs. Although some programs are employer-driven, an employee committee organizes social and athletic events. All social events are open to families, as are the health benefit programs. Special events and product sales are sponsored by the company for retirees and employees and their families.

Every two to three years, an employee survey includes an evaluation of the recreation club and other employee activities, and from time-to-time informal surveys are conducted to determine employee attitudes toward social and fitness events.

ORGANIZATION NAME:	**John Labatt Limited**
ADDRESS:	**451 Ridout Street North, London, Ontario. N6A 5L3**
CONTACT PERSON:	**Ms. Lea Matthys, Corporate Human Resources Manager.**
TELEPHONE NO.:	**(519)667-7500**
FAX NO.:	**(519)667-7589**
SIZE OF WORKFORCE:	**110 (Head Office, London).**
NATURE OF BUSINESS:	**Brewery**

PROGRAM DESCRIPTION:

John Labatt Limited offers some health promotion programs to its employees. Specifically, it offers a counselling service to the 110 employees, and their families at the corporate offices in London through the London Employee Assistance Consortium. The company also sponsors on-site aerobics three times a week during lunch hour. In the past the company has offered a smoking cessation program, CPR training and Weight Watcher classes.

There are no formal corporate policies in place relating to health promotion programs, although this is being considered for the future.

ORGANIZATION NAME:	**London Life Insurance Company**
ADDRESS:	**255 Dufferin Avenue, London, Ontario. N6A 4K1**
CONTACT PERSON:	**Mel Swain, Director, Employee Relations.**
TELEPHONE NO.:	**(519)432-5281**
FAX NO.:	**(519)679-3518**
SIZE OF WORKFORCE:	**5,400**
NATURE OF BUSINESS:	**Life Insurance and Retirement Products**

PROGRAM DESCRIPTION:

In 1987, the London Life Insurance Company won a "Wellness" Award from the Canadian Mental Health Association. The company has numerous philosophy/policy statements that reflect its position with relation to employees, such as a Corporate Wellness Strategy. The Strategy guides health-oriented initiatives that meet the needs and interests of employees and is a long-term strategy for healthier living through better control and self-management of one's own health. The Employee Recognition program is an award-winning initiative which provides recognition and awards to thank employees for a job well done and motivates them to achieve superior service, innovation and personal accomplishment.

The company also provides an award-winning policy of affirmative action that significantly impacts employees' careers and opportunities in an equitable, positive manner. London Life's pay equity policy establishes payment for performance on a fair and equitable basis which lessens financial and career stress of any gender-based pay discrimination. In over a century of operation, London Life has never suffered a mass layoff, thanks

to a continuous long-range staff planning policy that provides peace of mind to their employees. There also exists a Code of Business Conduct which gives people ethical guidance and inspires integrity and trust about how one should treat a customer, a fellow employee or the company itself.

Some of the other policies in effect relate to discrimination and sexual harassment. There is a "No Lates" policy ("People should be treated maturely and if an employee is late for work, one should simple make up the lost time with no lengthy discussion or discipline."); and a "Discipline without Penalty" policy which sees some people sent home, with pay, for several days of "career soul-searching".

The company believes in enriching jobs; rotating employees; offering free in-house and off-site training experiences; formally evaluating performance at least on an annual basis; detailing job duties in personalized Position Charters and Incentive Contracts; and resolving unfavourable physical working conditions in return for better adjusted, more productive employees. The company widely supports job sharing and part-time work in order to allow employees to pursue a lifestyle that fits comfortably within their family or educational needs. In return for dedicated service, London Life permits early retirement and holds pre-retirement classes for those age 50 or older to help them prepare for the inevitable change to come in their lifestyle and health. London Life refunds tuition for recognized courses at secondary schools, universities and colleges to help employees achieve personal development goals and cope with business and life demands. It also offers employees flexible, employee-oriented health and life insurance coverage. Policies are in place with regard to AIDS in the workplace and alcohol abuse.

Head office staff are also able to benefit from an Employee Assistance Program; blood pressure clinics; stress management classes; noon-hour sessions on topics such as cancer detection, self-defence, sports injuries, etc.; pre-retirement counselling; health services administered by nurses and physicians; a back care program; a cafeteria where a dietician prepares nutritious, economical meals including low calorie and special diet choices; vision and hearing tests; and a smoke-free workplace. Its 3,400 regional office employees and immediate family members also have access to a national Employee Assistance Program.

Executive medical examinations, which include physical and stamina assessments, are offered to each senior-level employee. All 5,400 staff members can apply for an annual fitness subsidy to financially assist them in pursuing physical fitness activities. Ergonomic issues such as lighting, furnishings, air quality, etc. are investigated by occupational health staff, and a Safety and Health Committee monitors hazardous conditions in the workplace. The company funds Men's and Women's Clubs which foster fellowship and leadership through their social and sporting events. Local retirees are always included since they are "gone but not forgotten" employees. London Life provides a fun park for sporting events, which includes a club house and barbecue pits.

ORGANIZATION NAME:	**Maclean Hunter Limited**
ADDRESS:	**777 Bay Street, Toronto, Ontario. M5W 1A7**
CONTACT PERSON:	**Ms. Phyllis Amos, Nursing Director.**
TELEPHONE NO.:	**(416)596-5278**
FAX NO.:	**(416)593-3175**
SIZE OF WORKFORCE:	**1,800 - One-third of employees operate on a shift-work schedule.**
NATURE OF BUSINESS:	**Publishing**

PROGRAM DESCRIPTION:

The health promotion activities offered by Maclean Hunter Limited include stress management, back care, blood pressure clinics, glaucoma clinics, nutrition, smoking cessation and first-aid training, to name a few.

There are two major corporate health promotion programs: (1) a voluntary executive annual medical program; and (2) two health centres at separate locations which are staffed by registered nurses who are available for primary care and also for counselling on personal or health-related problems.

The Printing operation, which employs 600 people, has an Employee Assistance Program in place which is also available to family members.

ORGANIZATION NAME:	**MacMillan Bloedel Limited**
ADDRESS:	**1075 West Georgia Street, Vancouver, B.C. V6E 3R9**
CONTACT PERSON:	**Mr. L. R. Armstrong, Director, Employee Relations.**
TELEPHONE NO.:	**(604)661-8000**
FAX NO.:	**(604)688-8256**
SIZE OF WORKFORCE:	**15,000 - Operates on a 1- to 3-shift work schedule depending on location.**
NATURE OF BUSINESS:	**Forestry**

PROGRAM DESCRIPTION:

Although MacMillan Bloedel Limited does not have a formal health promotion program in place, the company offers its employees a variety of health programs which include: weight loss, smoking cessation, back care, first-aid/CPR, fitness and information awareness on such subjects as stress, alcohol/drug abuse, conflict resolution, nutrition, allergies and financial management.

The company offers an Employee and Family Assistance Program jointly administered by union and management. Community-based assessment and referral counsellors are available in close proximity to all worksites. As the name suggests, this program is available to all family members and/or retirees.

ORGANIZATION NAME:	**Manitoba Telephone System**
ADDRESS:	**489 Empress Street, Box 6666, B101A, Winnipeg, Manitoba. R3C 3V6**
CONTACT PERSON:	**Ms. Kathleen Henderson, Corporate Health and Safety Manager.**
TELEPHONE NO.:	**(204)941-8120**
FAX NO.:	**(204)956-0836**
SIZE OF WORKFORCE:	**5,500**
NATURE OF BUSINESS:	**Telecommunications**

PROGRAM DESCRIPTION:

In 1977, Manitoba Telephone System established an Occupational Health Department to provide health promotion and health education in the workplace to enable employees to increase control over and to improve their health. The Occupational Health group supports the corporate responsibility of providing a healthy workplace with health assessments, environmental assessments, the treatment of minor illness and crisis intervention. Presently, there are six health units with five occupational health nurses providing service to the employee population. A medical consultant makes referrals and provides recommendations in the development of occupational health protocols.

The thrust of the Occupational Health program is to promote wellness and healthy lifestyle. Nutrition counselling, weight management, blood pressure screening, healthy heart education and stress management have been the core components. Also addressed are current concerns and technological advances in the

workplace including ergonomics, hearing conservation, and health education for employees who work with video display units. The company has a Clean Air Policy and all buildings and work centres are completely smoke free. Other policies are in effect regarding hearing conservation, drug and alcohol abuse and AIDS education.

A recent initiative has been the establishment of a Corporate Wellness Committee composed of representation from operational and regional areas of the company. The committee promotes the concept of corporate wellness, which includes employee fitness, health promotion and the practice of occupational health and assesses employee needs and provides facilities to enhance employee health and wellness.

The company also offers an off-site service (Tele-cope) to their employees and their families which provides counselling and referral service and deals with such concerns as marriage, parenting, finances, feelings, self-improvement, work, alcohol and drug abuse.

No formal evaluation of the programs has been undertaken by an outside body. The company also provides placement and educational opportunities for students of the University of Manitoba School of Nursing in both the baccalaureate and masters programs.

ORGANIZATION NAME:	**Manulife Financial**
ADDRESS:	200 Bloor Street East, Toronto, Ontario. M4W 1E5
CONTACT PERSON:	Mrs. Fern Stimpson, Assistant Vice-President, Employee Support Services.
TELEPHONE NO.:	(416)926-5333
FAX NO.:	(416)926-3567
SIZE OF WORKFORCE:	6,000 worldwide, 1,800 in Head Office, 1,000 in Canadian Division (Waterloo).
NATURE OF BUSINESS:	Life Insurance

PROGRAM DESCRIPTION:

Given the nature of their business as a life insurer, Manulife Financial has a strong commitment to health promotion. In January 1990, all of its health promotion activities were consolidated under the umbrella of "Lifestyle2000", which is spearheaded by senior management and administered by an employee committee of representative areas.

The objective of the Health Centre is to assist in emergency health and accident situations, as well as to improve employees' self-care practices. New employees receive an initial health review and thereafter receive optional routine examinations which include electrocardiogram, urinalysis, hemoglobin analysis, weight check, eyesight examination and a physical examination by a physician. The Centre's health care professionals also provide individual counselling on diet, stress, family planning and rehabilitation. Group programs such as

Planning for Pregnancy, Smoking Cessation, Cancer Education, Nutrition, CPR and First-Aid, Back Care, Diabetes Education, Eating Disorders, and Menopause and Osteoporosis are offered periodically.

The company subscribes to a no-smoking policy within the head office complex which is in effect on a 24-hour basis for employees and visitors (with the exception of one externally-vented lounge area). To assist with implementation of this policy, the company offers support programs, including smoking cessation clinics and incentives for those who wish to stop smoking.

The opening of its Fitness Centre in 1983 came after a decade of involvement in fitness programs. Employees are able to use the facility on their own time and the company gives them the flexibility to do so through special working arrangements. The fitness coordinators create new resources, programs and promotional events to foster and maintain interest and to inform employees on fitness-related matters. In addition to group and individual fitness classes, some of the other activities offered are relaxation classes, massages, Karate, Tai Chi, Yoga and sports injury clinics.

The staff dining room, *Choices*, offers a variety of nutritious, low-fat, low-cholesterol meal choices based on Canada's Food Guide. Pantries on each floor provide regular and decaffeinated coffee, as well as hot water. Diet counselling and modification programs are available and efforts are made to meet special dietary needs (vegetarian, food allergy, weight reduction, hypertension and high fibre). Special themes are promoted through the year, such as "Healthy Heart" Month, Nutrition Month, etc.

Manulife Financial recognizes that health promotion, good muscle tone and a balanced diet go a long way towards keeping employees well, but another important aspect of a healthy lifestyle is psychological well-being. Therefore, a staff counsellor is available to help with family or work-related problems, interpersonal conflict, addiction, compensation and career counselling. It is also possible to contact external specialists through the company's Employee Assistance Program.

Another important element in well-being is development, and to this end the Human Resources area offers periodic courses on stress management and pre-retirement. Human Resources also provides information on external courses and the company offers an Educational Assistance Program which provides financial aid towards tuition. Manulife maintains a lending library of cassettes, books and periodicals to support ongoing learning.

Manulife Financial also recognizes the demands placed on employees in striking a balance between a career and family in these times of double-income and single-parent families. To assist with these issues, the company has undertaken a number of initiatives including a series of lunch hour seminars on Child Care (daycare, children and the working parent, adolescents, preventing burnout, single parenting, education system); Elder Care (myths of aging, eldercare fair, caring for the elderly, retirement planning); and Family Living (career stages, communication, dual career couples, estate planning, time/financial management). Also available is a computerized dependent care information system - "Taking Care" - which offers information on a wide range of dependent care options.

Some of the other seminars that have taken place are: Workplace Security, Rape Trauma Syndrome, Latchkey Kids, Street-proofing, Laughter (the role of laughter in our physical, psychological and social well-being), Step Families, Vulnerability in the Workplace, Workplace Harassment, and Home Security, to name just a few. Another interesting initiative is a special "Kids Day" held during March break where employees can bring their children on-site to participate in a full day of games and activities. The company also offers three variable work option plans tailored to suit employees' lifestyles and family responsibilities.

A joint venture between Manulife Financial and the Ontario Women's Directorate has resulted in the production of a publication outlining the programs, policies and practices that affect the health and well-being of its employees. It is hoped that the program will be used as a model for other employers and organizations considering the development of innovative workplace initiatives.

ORGANIZATION NAME:	**Mobil Oil Canada**
ADDRESS:	**P. O. Box 800, Calgary, Alberta. T2P 2J7**
CONTACT PERSON:	**Ms. Irene Vanover, Supervisor, Occupational Health Services.**
TELEPHONE NO.:	**(403)260-7439**
FAX NO.:	**(403)260-7799**
SIZE OF WORKFORCE:	**1,250 - Operate on a shift-work schedule in computer areas and in field work.**
NATURE OF BUSINESS:	**Petroleum - Exploration and Production**

PROGRAM DESCRIPTION:

At Mobil Oil Canada, health promotion efforts fall into three main categories: Occupational Health; Fitness; and Employee Assistance. Through the Occupational Health Program, regular health examinations are offered to employees with the intent of early detection of manageable health conditions such as hypertension and hypercholesterolemia. These assessments are also specific to the physical requirements of the employee's job. With regard to fitness programs, the company operates a fitness centre for employees of its Calgary office, which provides a variety of aerobics and individual programs. Special needs programs such as back care and "fat burner" classes are also offered. The Employee Assistance Program takes a "broad-brush" approach and deals with, among other issues, relationships, substance abuse and work stress. The three programs are closely integrated and professional staff consult with, and refer employees to, each other. As well, staff from the three areas provide a variety of health education programs dealing with stress management, nutrition and weight maintenance, cancer prevention/detection, health management in retirement and hypertension

screening/monitoring. Some of these programs are presented by consultants, while others are handled by health staff. Personal resources (personal power and responsibility) are a central theme in the company health promotion philosophy and the stress management program deals specifically with these concepts, as well as the development and maintenance of a social support system.

Policies have been adopted in the areas of Employee Assistance and Periodic Health Examinations. Both family members and retirees may participate in fitness programs, and family members are eligible for Employee Assistance benefits and are welcome to attend health education programs. An employee committee provides input and direction for the operation of the Fitness Centre. Also, a special employee committee was formed to investigate and provide recommendations to management regarding smoking in the workplace. The result was a smoke-free workplace as of March 1, 1990. To date, no scientific evaluation of health promotion programs has taken place.

Currently, Mobil Oil offers a menu of Health Education Programs, and they are striving for a more integrated approach by working more closely with the Employee Relations department and with other groups of employees.

ORGANIZATION NAME:	**National Bank of Canada**
ADDRESS:	**600 de la Gauchetière Street West, 8th Floor, Montreal, Quebec. H3B 4L2**
CONTACT PERSON:	**Mr. Jacques Grandmaison, Senior Director, Human Resources. or Ms. Danielle Doucet-Vincent, Director, Employee Relations Department.**
TELEPHONE NO.:	**(514)394-6592/(514)394-6291**
FAX NO.:	**(514)394-8388**
SIZE OF WORKFORCE:	**12,000**
NATURE OF BUSINESS:	**Finance**

PROGRAM DESCRIPTION:

At the National Bank of Canada, health promotion is very important and has been established keeping in mind both the needs of the organization and its employees. The Employee Relations Department coordinates these activities. With regard to first-aid, over the past two years, approximately 650 employees have been trained in the administration of first-aid. Phase II of this project will see over 200 employees re-trained annually. This has been accomplished in collaboration with the various regional health and safety committees, which also carry out health promotion activities at a local level.

In addition, this Department is responsible for the health offices at headquarters, where a nurse not only looks after medical emergencies but also coordinates various activities related to the well being of employees (weight control, nutritional counselling, etc.).

Each year several clinics are held which deal with: blood donation; detection and prevention of respiratory illness and hypertension; detection and prevention of uterine and breast cancer; prevention and treatment of varicose veins; smoking cessation and many more. Several years ago, the Bank initiated an Employee Assistance Program which addresses family problems associated with drug and alcohol abuse. Recently, it introduced a crisis intervention program to assist employees suffering from negative effects resulting from armed robberies.

The company benefits program offers a complete range of services, among them, the reimbursement of drug and hospital charges, a dental plan, corrective eyewear and a disability plan which applies to illness or accident, all at little or no cost to the employees. These benefits are also available to family members and retirees.

ORGANIZATION NAME:	**New Brunswick Telephone Company Ltd.**
ADDRESS:	**One Brunswick Square, P. O. Box 1430, Saint John, New Brunswick. E2L 4K2**
CONTACT PERSON:	**R. W. Reynolds, Compensation Analyst.**
TELEPHONE NO.:	**(506)658-7354**
FAX NO.:	**(506)694-2168**
SIZE OF WORKFORCE:	**2,600 - Some shift-work in the information processing area.**
NATURE OF BUSINESS:	**Communications**

PROGRAM DESCRIPTION:

The New Brunswick Telephone Company Ltd. realizes that the promotion of good health practices among its employees is a sound business move. The company offers employees a Wellness Program which includes: blood pressure clinics; fitness testing/counselling; Weight Watchers at Work; back pain prevention clinics; safety programs; smoking cessation programs; nutrition counselling; Heart Health education; Lunch and Learn sessions; and an on-site fitness centre in one of its larger centres.

The majority of company programs are restricted to employees, but family members are encouraged to participate in the fitness and safety programs. Programs are administered through the Human Resources Department with participation and involvement of the employee population.

ORGANIZATION NAME:	**Noranda Inc.**
ADDRESS:	**Commerce Court West, P. O. Box 45, Toronto, Ontario. M5L 1B6**
CONTACT PERSON:	**Mr. John F. Keenan, Director, Industrial Relations and Policy.**
TELEPHONE NO.:	**(416)982-7111**
FAX NO.:	**(416)982-7423**
SIZE OF WORKFORCE:	**50,000 - Operate on a shift-work schedule in some areas.**
NATURE OF BUSINESS:	**Manufacturing, Mining, Forest Products, and Oil and Gas**

PROGRAM DESCRIPTION:

The Noranda Group includes such companies as Canada Wire and Cable, Northwood Pulp and Timber, Norcen, Brunswick Mining and Smelting, etc., each of which supports health promotion programs suited to their own local needs and environment. At the corporate level, Noranda Inc. promotes employee team sports through annual sponsorship of national hockey, curling and baseball tournaments for teams representing Group operations and companies from across Canada. The Group news magazine, *Panorama*, which is circulated to the homes of employees, has featured articles on substance abuse, heart disease, diet and cholesterol, ergonomics and literacy. These articles not only inform and raise awareness among employees and their families but also convey to all employees an understanding of corporate priorities and commitment in the areas of health promotion and fitness.

in the Toronto area, an Employee Assistance Program is managed by a professional resource and counselling group which maintains offices and a "hot-line" service across Canada. As a result, other Group companies which might not otherwise have developed a program are participating. The Employee Assistance Program is available to family members as well as employees.

Noranda subsidizes fitness club memberships and offers payroll deduction of dues. On a regular basis, seminars are presented on such topics as nutrition, diet, exercise, etc. Daycare advice and support are offered to parents through "The Working Parents Daycare Assurance Plan" and specific health-related initiatives such as "Weight Watchers" and "Smoke Enders" are offered as need and demand dictate. Several companies within the Group also have on-site fitness facilities.

Employee input is considered to be important in the development and implementation of programs; however, most programs are company-sponsored. An employee committee is involved in the implementation of the Employee Assistance Program. The Noranda Group is presently developing ideas for a comprehensive and focused Group-wide strategy of "Wellness".

ORGANIZATION NAME:	**Northern Telecom Canada Inc.**
ADDRESS:	**Department 1480, 2920 Matheson Blvd. East, Mississauga, Ontario. L4W 4M7**
CONTACT PERSON:	**Mr. Allan Bierbrier, Director, Health, Safety and Environment.**
TELEPHONE NO.:	**(416)238-7101**
FAX NO.:	**(416)238-7425**
SIZE OF WORKFORCE:	**17,000 - Operate on a shift-work schedule in the communications and manufacturing sectors.**
NATURE OF BUSINESS:	**Communications**

PROGRAM DESCRIPTION:

Northern Telecom Canada Inc. offers health promotion programs which include fitness, nutrition, stress management, summer safety, Employee Assistance and personal development. Regionally, a variety of health promotion programs are being offered based on needs and interests.

Corporate policies have been established with regard to health promotion activities and some programs are being offered to families and retirees. Although most programs are administered by management, employee input and involvement is considered to be very important. Currently, the company has established a Task Force to study and recommend a long-term vision of health promotion efforts within the company.

ORGANIZATION NAME: Nova Corporation of Alberta

ADDRESS: 2900 - 801-7th Avenue SW,
Calgary, Alberta.
T2P 3P7

CONTACT PERSON: Ms. Faye Sparkes, Supervisor,
Health Services Administration,
Health, Safety and Environment.

TELEPHONE NO.: (403)290-6003

FAX NO.: (403)290-5928

SIZE OF WORKFORCE: 9,500 internationally, 3,400 in Calgary - Operate on a shift-work schedule in some plant and field locations.

NATURE OF BUSINESS: Pipelines, Plastics and Petrochemicals

PROGRAM DESCRIPTION:

The Nova Corporation of Alberta has been offering health promotion programs in some form to its employees since 1982. As the company has changed significantly in its business orientation and in population, the types of programs available at various locations differ. The following information relates to the Calgary head office and some Alberta locations. The occupational health and fitness staff have coordinated programs dealing with nutrition, stress management, smoking cessation and fitness. The corporation has a fitness centre with a current membership of 950, which is open to employees and their spouses. As well, there is a quarterly newsletter which includes topical information and advice on all areas of health promotion and positive lifestyle.

At the present time, all health promotion programs are administered by occupational health staff, fitness staff and contract personnel, under the direction of occupational health physicians.

ORGANIZATION NAME:	**Ontario Hydro**
ADDRESS:	**700 University Avenue, Toronto, Ontario. M5G 1X6**
CONTACT PERSON:	**Donald R. Henry, Ph.D., Section Head - Employee Assistance.**
TELEPHONE NO.:	**(416)592-2461**
FAX NO.:	**(416)592-2465**
SIZE OF WORKFORCE:	**26,000 - Operate on a shift-work schedule in some areas to ensure continuous production and distribution of electricity.**
NATURE OF BUSINESS:	**Resources**

PROGRAM DESCRIPTION:

In addition to 5 staff physicians and 1 staff psychologist, Ontario Hydro has 19 occupational health nurses assigned to various locations in Ontario, and besides health maintenance, they have been responsible for implementing health promotion activities. Some of these activities include nutrition counselling, weight control clinics, blood pressure clinics, smoking cessation and physical fitness programs.

In 1990, the company initiated a new wellness program - "Choose Health". Although it has been involved in health promotion for many years, Ontario Hydro believes there is plenty more to do. To this end, its Program Coordinator will head up a team who will promote wellness amongst employees. This is a long-term initiative and the intent is to examine a host of indices to evaluate the effectiveness of the endeavour. The programs will be developed to respond to need, as determined by a Health Risk Assessment analysis, which will be

administered to employees on a voluntary participation basis. The programs will be relevant to back care, nutrition, weight control, physical fitness, blood pressure, smoking cessation and other health-related issues.

There are 14 modest but popular fitness centres at various locations, where a kinesiologist supervises a number of students on work terms to assist employees in physical fitness activities. Each year, 30 to 50 seminars on stress management are presented and the corporation has developed its own booklet, *Stress Management - A Self-help Guide*. Currently, Ontario Hydro is conducting drug awareness seminars which are made available to all of their employees across Ontario. There is also an Employee Assistance Program to assist employees with personal issues.

Ontario Hydro has appropriate policies in place with regard to health promotion programs. These programs are essentially directed toward employees and in a limited sense only are directed toward family members or retirees. The programs are administered by Health Services staff, but will involve joint health and safety committees to a greater extent in the future. The current programs have not been evaluated for effectiveness, but a cornerstone of the "Choose Health" program is to regularly assess effectiveness using as many indices as possible.

ORGANIZATION NAME:	**Parkridge Centre**
ADDRESS:	110 Gropper Crescent, Saskatoon, Saskatchewan. S7M 5N2
CONTACT PERSON:	Ms. Esther Grant, Assistant Executive Director - Nursing.
TELEPHONE NO.:	(306)978-2333
FAX NO.:	(306)978-2232
SIZE OF WORKFORCE:	450 - 250 employees operate on a shift-work schedule.
NATURE OF BUSINESS:	Health care facility

PROGRAM DESCRIPTION:

The Parkridge Centre offers several health promotion programs to its employees. Most are directed by various departments or individuals as the Centre does not have an occupational health specialist on staff. The Centre has an Employee Assistance Program, open to employees and their families, which is supported financially by the facility and the unions and is administered by a joint management/union committee. There is also an Occupational Health and Safety Committee which reviews all injuries and makes recommendations, and which has developed a very comprehensive program to deal with the prevention and treatment of back injuries. This includes education, skills training, a "back buddy" system and a "warm-up to work" exercise regime which prepares staff for their shifts. As well, the Health and Safety Committee is responsible for conducting safety inspections and hearing concerns from staff regarding safety.

Another program funded by the Centre offers priority access to physiotherapy for staff injured on the job. There is an Infection Control Committee, which initiates and monitors procedures to prevent the spread of

infections and encourages universal precautions adapted to long-term care. Staff Development organizes in-service education on staff health issues and the effects of shift-work. Other in-service education assists the employees in deriving satisfaction from their work - for example, dealing with cognitively impaired residents. Staff are empowered to deal with them effectively, thereby reducing stress for the resident and their own stress level. In-service education on benefits, RRSPs and retirement are also scheduled periodically.

Monthly meetings provide staff with the opportunity to have input into schedules, workload, work distribution, workplace environment and difficult situations in the workplace, be it with residents, families or other staff. Food Services stresses proper nutrition with posters and information during Nutrition Month. The Physiotherapy and Recreation Departments stress physical fitness during Physiotherapy Week and ParticipAction Week. The Nursing Department has held workshops on assertiveness training and mediation training to empower staff to deal with difficult situations in a positive manner. A bulletin board informs staff of availability of programs in the community. Some of the other benefits available to employees include a dental plan, pension plan, RRSPs, life insurance, workers' compensation and paid sick time. A program designed to assist staff to stop smoking has been held.

The programs have not been formally evaluated; however, both the Employee Assistance Program, Priority Access to Physiotherapy and Back Care programs have received many accolades from the participants.

ORGANIZATION NAME:	**Hervé Pomerleau Inc.**
ADDRESS:	**521 6th Avenue West, St-Georges de Beauce, Quebec. G5Y 5C4**
CONTACT PERSON:	**Mr. Martin Rouillard, Director, Human Resources.**
TELEPHONE NO.:	**(418)228-6688**
FAX NO.:	**(418)228-3524**
SIZE OF WORKFORCE:	**576**
NATURE OF BUSINESS:	**Real Estate/Construction**

PROGRAM DESCRIPTION:

Hervé Pomerleau Inc. has not yet embarked on a health promotion program for its employees, although it is very conscious of the role that employers have to play in society in relation to health promotion - be it in the workplace or in the leisure-time activities of its employees.

Mr. Martin Rouillard states that the company believes that improved lifestyle habits could bring enormous advantages, and feels that health promotion programs could not only help to instill these habits but could also improve the work atmosphere when employeees witness the interest shown in them by their employer.

For all of these reasons, the company is seriously considering taking the necessary steps to initiate such a program as it would benefit both the employees and the employer, as well as enable the company to play a social role within the community.

ORGANIZATION NAME:	**Prudential Insurance Company of America**
ADDRESS:	**200 Consilium Place, Scarborough, Ontario. M1H 3E6**
CONTACT PERSON:	**Ms. Audrey Lobsinger, Manager, Human Resources Division.**
TELEPHONE NO.:	**(416)296-0777**
FAX NO.:	**(416)296-3180**
SIZE OF WORKFORCE:	**1,100**
NATURE OF BUSINESS:	**Insurance**

PROGRAM DESCRIPTION:

The Prudential Insurance Company of America offers employees a lifestyle and wellness program - Pruwellness - under the guidance of the Medical Department, a wellness coordinator and a committee of employees representing various areas of the company. Some of the programs offered are: blood pressure clinics; cholesterol and blood sugar screening; computerized health risk appraisal; hazardous substances in the workplace; on-site acute medical care; lifestyle counselling; and annual health examinations and cancer screening. The company cafeteria serves menus which highlight cholesterol, fat and fibre content, and Healthy Heart and Pruwellness information centres are located in the cafeteria. In the area of physical fitness, the company offers fitness assessments, a walking club, women's self-defence, low-impact aerobic classes and involvement with ParticipAction events. Prudential produces a quarterly health promotion newsletter and solicits the input of employees through program evaluations and interest surveys. Employees have also participated in the "Great Weight Challenge". Noon-hour seminars have also been provided on: drug abuse,

AIDS, back care, defensive driving, relaxation techniques, safety awareness for women, drinking and driving, osteoporosis, communication between couples, negotiating with teens, balancing work and family life, staying up-staying well, and stress counselling. The "PruWellness" program was evaluated in 1988.

Employees may also put credits into their Health Care Expense Account under the Flexible Benefits Program and use these to pay for health club dues providing they meet the essential criteria. Also offered is an Employee Assistance Program which offers counselling to employees and their families (24 hours a day, 7 days a week) through the Family Service Association of Metropolitan Toronto.

ORGANIZATION NAME:	**Reynolds Aluminium Ltd.**
ADDRESS:	**290 St-Laurent Boulevard, Cap-de-la-Madeleine, Quebec. G8T 7W9**
CONTACT PERSON:	**Mrs. Lucille Laverdière, Occupational Health Nurse.**
TELEPHONE NO.:	**(819)373-6356**
FAX NO.:	**(819)373-6381**
SIZE OF WORKFORCE:	**538 (Factory)/199 (Administration and Management) - Operate on a shift-work schedule.**
NATURE OF BUSINESS:	**Aluminium Production**

PROGRAM DESCRIPTION:

Reynolds Aluminium Ltd. offers health promotion activities to its employees which include: blood pressure and diabetes screening, and flu vaccinations (available to retirees). Periodically, pulmonary function testing, cardiac evaluation using ECG, and hearing and vision testing are carried out for employees working in the factory. Anti-flu vaccinations are available to retired employees upon request.

At the present time, the company is in the process of initiating an Employee Assistance Program which will be available to employees and their families. This program will be coordinated by an employee committee representative of various sectors of the company.

The Medical Services section has instituted a policy relating to the health promotion programs.

ORGANIZATION NAME:	**James Richardson & Sons Ltd.**
ADDRESS:	1 Lombard Place, Winnipeg, Manitoba. R3B 0Y1
CONTACT PERSON:	Mr. J. A. Palmer, Director, Human Resources.
TELEPHONE NO.:	(204)934-5442
FAX NO.:	(204)934-5100
SIZE OF WORKFORCE:	500 plus in Winnipeg (including retirees).
NATURE OF BUSINESS:	Agriculture and Financial Services

PROGRAM DESCRIPTION:

James Richardson & Sons Ltd. sponsors an Executive Medical Program which provides for a comprehensive medical examination annually for about 200 senior officers of the organization.

As well, the Head Office, located in Winnipeg, has a Fitness Facility which provides a jogging track, weight-training equipment and aerobics classes for the 500 plus employees and retirees located there. A medical waiver must be signed in order to use the facility, which is operated by senior management with employee participation by way of a fitness committee. This program has not yet been evaluated.

ORGANIZATION NAME:	**Royal Trust**
ADDRESS:	**Royal Trust Tower, Toronto, Ontario. M5H 1A2**
CONTACT PERSON:	**Mr. Wayne Johnson, Managing Partner, Human Resources.**
TELEPHONE NO.:	**(416)981-6405**
FAX NO.:	**(416)861-9658**
SIZE OF WORKFORCE:	**6,500**
NATURE OF BUSINESS:	**Finance**

PROGRAM DESCRIPTION:

Royal Trust offers a mandatory management training program which includes modules on nutrition and stress management. Full-time employees are covered by a Fitness Policy which subsidizes expenses related to achieving goals in the areas of physical fitness, smoking cessation, weight loss, etc. Royal Trust makes available an Employee Assistance Program to all active employees who require assistance with personal problems or concerns.

In addition, Royal Trust offers its employees a variety of Employee Relations programs. They include an Ombudsman program, which assists any employee in answering and/or resolving any work-related issues; a Child Care information consultation and referral service for working parents; and an Elder Life Plan, which is an information consultation and referral service to assist Royal Trust employees in accessing appropriate support for elder family members.

ORGANIZATION NAME:	**SNC Group Inc.**
ADDRESS:	**2 Place Félix-Martin, Montreal, Quebec. H2Z 1Z3**
CONTACT PERSON:	**Mr. Paul E. Vivian, Vice-president, Human Resources.**
TELEPHONE NO.:	**(514)866-1000**
FAX NO.:	**(514)866-0795**
SIZE OF WORKFORCE:	**4,500**
NATURE OF BUSINESS:	**Engineering and Manufacturing of Defence Products/High Technology**

PROGRAM DESCRIPTION:

The SNC Group Inc. is composed of two distinct sectors - Engineering and Manufacturing. There is an Employee Assistance Program to serve the needs of employees in the manufacturing sector, as well as their families and retirees.

At the present time, there are no policies in effect with regard to the health promotion programs.

Recreational clubs are sponsored by the company and are administered by employee committees. These clubs offer social and sports activities which are accessible to members and their families.

ORGANIZATION NAME:	**Saskatchewan Telecommunications**
ADDRESS:	2nd Floor, 2121 Saskatchewan Drive, Regina, Saskatchewan S4P 3Y2
CONTACT PERSON:	Mrs. Amber Hahn-Reis, Wellness Connection Coordinator.
TELEPHONE NO.:	(306)777-3335
FAX NO.:	(306)522-3418
SIZE OF WORKFORCE:	5,000 plus - Operate on a shift-work schedule in a few areas.
NATURE OF BUSINESS:	Communications

PROGRAM DESCRIPTION:

Saskatchewan Telecommunications is committed to promoting healthy living to its employees both at work and at home. It offers health promotion from several avenues: the Medical Department offers informational health promotion programs; the Occupational Health and Safety Committee offers programs related to a safe workplace.

In 1989, SaskTel began a corporate wellness program, "The Wellness Connection", which focuses on employee awareness in six areas: mental, physical, social, emotional, spiritual and environmental. The program promotes a healthy, balanced lifestyle involving work, family and self. Employees are welcome to share visual, audio and audio-visual resources with their co-workers at informational seminars and with their families. This program has a coordinator, many volunteer employee "sparkplugs", and an advisory board. The main

objectives of the wellness program are to increase awareness of what is involved in wellness lifestyle, to increase knowledge by providing topical information and to encourage participation in wellness-type activities within SaskTel and in employees' personal lives.

Due to the program's youth, a formal evaluation has not yet been done. However, as interest has grown, resource material utilization and wellness-type activities have increased, and wellness is being promoted and encouraged for all employees.

ORGANIZATION NAME:	**Saskatchewan Wheat Pool**
ADDRESS:	**2625 Victoria Avenue, Regina, Saskatchewan. S4T 7T9**
CONTACT PERSON:	**Ms. Marilyn Reddy, Supervisor, Employees Health Service.**
TELEPHONE NO.:	**(306)569-4490**
FAX NO.:	**(306)569-4708**
SIZE OF WORKFORCE:	**3,000 - A limited number of employees operate on a shift-work schedule.**
NATURE OF BUSINESS:	**Agriculture**

PROGRAM DESCRIPTION:

The Saskatchewan Wheat Pool established an Employee Health Service in 1977 and an Employee and Family Assistance Program in 1986. It employs four occupational health nurses and a social worker who offer a variety of health promotion programs for employees. The programs offered include: minor treatment and medication with self-care instructions; individual counselling for health, family, work and personal concerns; audiometric testing; fitness testing and lifestyle coaching; Evalu-Life measurement and counselling; weight control counselling and classes; first-aid and CPR instruction; Medical Surveillance Programs for rural employees exposed to grain dust; eye examination for VDT workers; back education seminars; and blood pressure screening. As well, there are occasional and regular seminars on such topics as: Women and Cancer; Mainly Menopause; Health for Women in Midlife; Pre-retirement Planning; Stress; Quit for Good, etc. Employees are also encouraged to participate in special events like Corporate Challenge and ParticipAction activities. There are monthly displays of posters and pamphlets on health and safety topics.

The company has policies in effect with regard to VDT workers, AIDS in the Workplace and Health Promotion. An excerpt from this latter policy states: "Saskatchewan Wheat Pool supports an Occupational Health Service and is interested in protecting, promoting, and maintaining the health and welfare of its workers at the highest possible level. Further, it believes that good health is important for personal happiness and the enjoyment of life. Saskatchewan Wheat Pool also believes there is a relationship between the health of employees and their productivity and performance in their jobs. The company recognizes that health maintenance is primarily the responsibility of the individual but assistance may be provided by the Employees Health Service when indicated or requested."

As the name implies, families may receive assistance under the Employee and Family Assistance Program (EFAP), and spouses are welcome to attend the Stress and Pre-retirement Planning seminars. The EFAP was established and is administered by a joint union-management committee. The union is also consulted on other health-related decisions. Evaluations are done by the participants following delivery of programs and seminars. Generally, there is a high level of satisfaction with health promotion classes and specific suggestions are used to change and improve classes.

ORGANIZATION NAME:	**Seagram Ltd.**
ADDRESS:	**225 Lafleur Avenue, LaSalle, Quebec. H8R 3H2**
CONTACT PERSON:	**Mr. J. M. Beauchamp, Chief, Administrative Services,**
TELEPHONE NO.:	**(514)366-2410**
FAX NO.:	**(514)366-3271**
SIZE OF WORKFORCE:	**300 - Approximately 30 employees work on continuous 24-hour rotating shift-work schedule.**
NATURE OF BUSINESS:	**Distillery**

PROGRAM DESCRIPTION:

In LaSalle, Seagram Ltd. provides a gymnasium and weight training facility equipped with several types of machines. Also available is a promotional program entitled, "Affiche ta Santé". In the past, an employee conducted fitness classes for co-workers. The facilities are available 24 hours a day, 7 days a week for the use of employees, their families and retirees at a minimal cost. The administration of the facilities is carried out by an employee committee.

There are no policies in place related to health promotion programs, nor has there been an evaluation of programs.

ORGANIZATION NAME:	**Southam Inc.**
ADDRESS:	**900 - 150 Bloor Street West, Toronto, Ontario. M5S 2Y8**
CONTACT PERSON:	**Mr. David Barnes, Director of Management Development and Workplace Policy.**
TELEPHONE NO.:	**(416)927-1877**
FAX NO.:	**(416)927-7732**
SIZE OF WORKFORCE:	**17,000 - Operate on a shift-work schedule in the larger divisions.**
NATURE OF BUSINESS:	**Newspaper publishing, printing, business communications and retail book stores**

PROGRAM DESCRIPTION:

Southam Inc. is a decentralized and diverse company with various personnel policies throughout its four operating divisions. Most health promotion endeavours are part of broader work-related health and safety programs. Programs range from comprehensive in-house fitness and day care centres, nutritional counselling, etc., at the Calgary Herald to limited programs at other locations.

Southam Inc. is in the process of developing a corporate health and safety policy. Other than day care and employee assistance, programs are not available to family members or retirees. It continues to encourage pro-active wellness programs and believes they are good business practices. However, the company has not found effective ways to quantify program value.

ORGANIZATION NAME:	**Stelco Inc.**
ADDRESS:	**P. O. Box 2030, Hamilton, Ontario. L8N 3T1**
CONTACT PERSON:	**L. S. Cheung, M.D., Medical Director - Corporate.**
TELEPHONE NO.:	**(416)528-2511 Ext. 4334**
FAX NO.:	**(416)577-4435**
SIZE OF WORKFORCE:	**16,000 - Operate on non-stop shift-work schedule - 24 hours a day, 7 days a week.**
NATURE OF BUSINESS:	**Steel production**

PROGRAM DESCRIPTION:

Stelco Inc. is a fully integrated steel company operating 17 plants across Canada. Long before any statutory requirements, and consistent with their corporate health policy, the company implemented an employee health surveillance program. Voluntary medical examinations were offered to workers exposed to hazardous substances, and examinations have always been conducted on workers who were potentially hazardous to others, such as crane and equipment operators. Physical examinations are required prior to placement, job transfers, return to work and are offered prior to retirement. There are also extensive fitness and medical evaluations for Stelco executives and voluntary examinations for employees over 40 years of age. All such patient contacts provide the opportunity for health promotion and education.

In the early 1970s, in an attempt to focus a major thrust on the prevention of coronary disease, the Medical Department began to compile Framingham Profiles on workers who voluntarily underwent medical

examinations, to serve as a basis for health education, promotion and accident prevention. At present, Stelco employs five full-time and eight part-time physicians across Canada. The physicians, especially those in occupational medicine, emphasize to patients the importance of lifestyle in helping to reduce the risk of illness, disease, injury and provide guidance and advice - the main goal of occupational medicine is prevention.

Stelco has always supported the local YMCA and YWCA, which offer special rates to Stelco employees. As a research project, Stelco funded the detailed fitness evaluation of 200 - 300 employees in Hamilton. In 1974, a group within Stelco participated in a project to determine a Corporate Policy with regard to Fitness. In 1978, a private consulting firm was engaged to carry out a feasibility study related to the expansion of the fitness and lifestyle awareness program at Stelco. After consideration of the possible impact on the established community facilities if the company was to establish a formal program of its own, and the as-yet unclear benefits, a decision was reached not to proceed with any formal program other than what was already in place at Stelco in 1980.

The content of occupational health programs varies at different locations and addresses the needs and regulations of each location. In most Stelco medical facilities, information from many health-related agencies is available for employees. In the past few years, Stelco has encouraged employees to stop smoking by subsidizing their participation in smoking cessation programs and its policies on smoking were in place before the enactment of any regulation addressing smoking in the workplace.

In many locations, off-site Employee Assistance Programs, which are available to employees and their families, are in place to address their social, personal and emotional needs. In some locations, gymnasium facilities are available to employees for self-directed exercise programs during lunch hours. In addition, Stelco encourages employee participation in sports activities by subsidizing the operating budgets of all the in-house leagues which include hockey, basketball, baseball, bowling, etc., as well as racquetball, golf and curling tournaments. Such activities are managed mainly by employee committees.

ORGANIZATION NAME:	**Sun Life Assurance Company of Canada**
ADDRESS:	**150 King Street West, Toronto, Ontario. M5H lJ9**
CONTACT PERSON:	**Mr. Andrew C. Farncombe, Public Affairs Analyst, Corporate Affairs Department**
TELEPHONE NO.:	**(416)979-4875**
FAX NO.:	**(416)979-4853**
SIZE OF WORKFORCE:	**3,400 employees/1,500 agents - Operate on a limited shift-work schedule in the information processing area.**
NATURE OF BUSINESS:	**Life and Health Insurance**

PROGRAM DESCRIPTION:

The Sun Life Assurance Company of Canada provides numerous health promotion programs to its employees. The company offers a Health Centre staffed by physicians and nurses. Some of the services provided include: blood pressure screening, glaucoma screening, CPR courses, first-aid courses and periodic voluntary health examinations. As well, health promotion seminars are offered which have addressed issues such as: nutritional and weight loss counselling, smoking cessation, stress management, self-defence, cancer risk reduction, balancing work and family, child care issues, etc. Periodically, Wellness Fairs are held to raise employees' health awareness and to promote preventive health practices. Sun Life has an on-site employee fitness centre, which is equipped with an aerobics studio, weight-training facilities and other fitness equipment.

There is a Workplace Hazardous Materials Information System in place to inform and train employees about hazardous materials used in the workplace. An Employee Assistance Program provides off-site, confidential counselling for personal problems and a Staff Association offers employees a social support network within the company. In addition, there are several company-sponsored health plans, including dental benefits, Medicare supplements and a vision plan.

Sun Life has instituted corporate policies related to AIDS, non-smoking, and health and safety in the workplace. The health promotion programs are generally not open to family members or retirees, with the exception of the Employee Assistance Program and the company's dental and medical benefits; however, activities coordinated by the Staff Association are open to guests. Sun Life has an active Health and Safety Committee, a Fitness Advisory Committee and a Staff Association which organize many of the company's health promotion activities, while the Chief Medical Director coordinates the company's health programs. To date, a comprehensive evaluation of the health promotion activities has not been undertaken.

ORGANIZATION NAME: Suncor Inc.

ADDRESS:	100 - 35 York Mills Road, North York, Ontario. M2P 2C5
CONTACT PERSON:	Ms. D. A. McDaniel, Senior Human Resources Advisor.
TELEPHONE NO.:	(416)733-7241
FAX NO.:	(416)733-8050
SIZE OF WORKFORCE:	3,000
NATURE OF BUSINESS:	Petroleum

PROGRAM DESCRIPTION:

Suncor Inc. offers the following activities to its employees: an Employee Assistance program which is open to family members; comprehensive medical schedules; voluntary health risk assessments; and smoking cessation (smokeless and laser therapy). In addition, lunchtime information sessions have been offered on these topics: Heart Health (Heart Smart, heart nutrition, prevention and treatment, blood pressure screening); cancer awareness (Females Only, Males Only, healthy lifestyle, latest information); physical fitness (footwear, walk/run/jog group); and nutrition (eating out/boxed lunches, Weight Watchers at Work). As well, sessions have been given on personal safety, which included safety for females and Wen Do self-defence for women. Other topics which have been addressed are first-aid, CPR, proper use of medication, arthritis medications, teenagers and menopause.

ORGANIZATION NAME:	**Teleglobe Canada Inc.**
ADDRESS:	**680 Sherbrooke Street West, Montreal, Quebec. H3A 2S4**
CONTACT PERSON:	**Mr. René Dorion, Director, Pay and Benefits.**
TELEPHONE NO.:	**(514)289-7276**
FAX NO.:	**(514)289-7083**
SIZE OF WORKFORCE:	**1,075 - Operate on a shift-work schedule in the Operations section.**
NATURE OF BUSINESS:	**Telecommunications**

PROGRAM DESCRIPTION:

In 1977, a Medical section was established to offer assistance to employees and to promote workplace health and improved lifestyle habits. The mandate of the Medical section is to promote health and to this end, it offers laboratory tests, ECGs, vaccinations and periodic medical examinations. As well, it provides medical examinations, policies, medical services to employees travelling abroad and health-related publications. Regular seminars have taken place on such topics as: heart disease, breast cancer, hypertension, wellness, stress, burn-out, nutrition, back problems, and substance abuse. Also, blood donor clinics (in conjunction with the Red Cross) and clinics dealing with hyposensitivity, flu vaccines, breast self-examination, PAP tests and pulmonary function have been held.

To encourage physical fitness, Teleglobe Canada Inc. subsidizes membership fees at fitness clubs by reimbursing 75% of fees up to the amount of $250.00 per year. As well, the company pays partial fees for

smoking cessation programs, and subsequently will pay the total fees with proof that the employee has stopped smoking for a period of one year.

Several activities have been organized jointly by the Medical section and "Club Vita" - a group of employees interested in health issues. These include lunch-time sessions, seminars and conferences on nutrition, physical fitness, lifestyle habits, etc. The activities of the Medical section are evaluated monthly and compiled annually. A policy is in effect dealing with the encouragement of physical exercise, which provides for financial assistance for employees who wish to participate in fitness programs.

ORGANIZATION NAME:	**Telesat Canada**
ADDRESS:	**1601 Telesat Court, Gloucester, Ontario. KIB 5P4**
CONTACT PERSON:	**Ms. Frances Elliott, Occupational Health Nurse.**
TELEPHONE NO.:	**(613)748-0123**
FAX NO.:	**(613)748-8712**
SIZE OF WORKFORCE:	**900 - Very limited number of employees operate on shift-work schedule.**
NATURE OF BUSINESS:	**Communications**

PROGRAM DESCRIPTION:

In 1983, an Occupational Health Nurse joined Telesat Canada and since then employees have been offered regular health promotion programs covering nutrition, healthy weight loss, blood pressure, cancer, alcohol/drug awareness, smoking, AIDS awareness and several Health Fairs where employees have been introduced to community resources. There is also a fitness facility operated by an employee committee which is open to retirees.

Although no corporate policies exist relating to health promotion programs, employees are encouraged to participate and are given time to do so.

ORGANIZATION NAME:	**Toyota Canada Inc.**
ADDRESS:	**1291 Bellamy Road North, Scarborough, Ontario. M1H 1H9**
CONTACT PERSON:	**Mr. R. A. Marshall, Vice-President, Finance and Administration.**
TELEPHONE NO.:	**(416)438-6320**
FAX NO.:	**(416)431-1867**
SIZE OF WORKFORCE:	**500 plus - Operate on a shift-work schedule in the warehousing and computer operations areas.**
NATURE OF BUSINESS:	**Automobile manufacturing**

PROGRAM DESCRIPTION:

At the present time, Toyota Canada Inc. provides a subsidy to a local fitness club, as well as courses on subjects such as stress management and nutrition. There are no corporate policies in place relating to health promotion and programs are not available to family members or retirees at this time. To date, no evaluation has been carried out and health-related programs are administered by the company.

ORGANIZATION NAME:	**Union Carbide Canada Limited**
ADDRESS:	123 Eglinton Avenue East, Toronto, Ontario. M4P 1J3
CONTACT PERSON:	J. P. Gracie, M.D., Corporate Medical Director.
TELEPHONE NO.:	(416)488-1444
FAX NO.:	(416)488-1937
SIZE OF WORKFORCE:	2,700 - Operate on a shift-work schedule in many locations.
NATURE OF BUSINESS:	Manufacturing

PROGRAM DESCRIPTION:

Union Carbide Canada Limited has been a leader in health care and health promotion for employees for many years. Programs are related primarily to health protection and prevention within specific industrial settings, as well as programs designed for promotion of a healthy lifestyle and related educational programs off the job. The medical programs offered include pre-placement and voluntary routine medical examinations; return-to-work examinations following injury or illness; rehabilitation; special examinations related to job classifications; and a mandatory alcohol and drug rehabilitation program based on related poor work performance. Routine examinations include educational instruction on nutrition, cholesterol control, obesity and weight control, health hazard appraisal, stress, fatigue, emotional health, etc. As well, continuing educational programs and seminars address health-related issues, such as fitness, nutrition, stress, drug and alcohol use and abuse, rape, new family law, preparation of a Will, etc. A number of company locations have sponsored organized fitness programs with membership being supported financially upon completion of the program.

The company recognizes that all normal, healthy and capable people are sometimes troubled and require assistance. Therefore, an Employee Assistance Program is offered to provide appropriate support and corrective action. The essential elements of the program are designed to provide early recognition; constructive intervention; effective procedures to motivate employees to seek assistance; recognition of personal respect and confidentiality; and ready access to professional assistance. The program is available to all employees and their immediate families; however, it does not include retirees.

Specific policies are in place with regard to all the programs mentioned above. The Employee Assistance Program was evaluated in 1984, under a research grant funded and completed by the Canadian Mental Health Association.

ORGANIZATION NAME:	**Union Gas Limited**
ADDRESS:	**50 Keil Drive North, Chatham, Ontario. N7M 5M1**
CONTACT PERSON:	**Greg P. Reinhart, Supervisor, Employee Relations.**
TELEPHONE NO.:	**(519)352-3100 Ext. 2620**
FAX NO.:	**(519)436-4566**
SIZE OF WORKFORCE:	**2,400**
NATURE OF BUSINESS:	**Gas Utility**

PROGRAM DESCRIPTION:

In January 1989, Union Gas Limited initiated a Corporate Wellness Program throughout its company offices in Southwestern Ontario. This program was developed with the assistance of a local health unit and was designed to make employees more aware of current health issues. At its Head Office, a Personnel Representative is responsible for the program, while regional Personnel Supervisors/Safety Supervisors are responsible in the major divisions. Although there are no employee committees, management encourages input from employees.

In the first year of the program, they introduced employees to a wide variety of subject areas, such as: fitness, stress management, cancer, heart health, AIDS, smoking, alcohol/drug addiction, care of the aged, and mental health. The topics were covered in the form of presentations, posters and a variety of literature. After completion of the first year, employees were surveyed to determine what topics they would be interested in covering again or in more detail. Based on the results obtained, the program for 1990 was designed to include

a Wellness Fair, cholesterol testing, a walking program, first-aid/CPR classes and a stress management program. Family members are welcome to participate in special program activities each year. Employees approaching retirement are provided with health and fitness counselling as part of the company's pre-retirement planning activities.

Union Gas has the philosophy that a sense of well-being is key to the success of employees at work and at home. As a result, their pro-active wellness program encourages good health and fitness for employees and their families.

ORGANIZATION NAME:	**Vancouver City Savings Credit Union**
ADDRESS:	**515 West 10th Avenue, Vancouver, B. C. V5Z 4A8**
CONTACT PERSON:	**Ms. Karen Currie, Assistant Manager, Employee Development.**
TELEPHONE NO.:	**(604)877-7621**
FAX NO.:	**(604)877-7639**
SIZE OF WORKFORCE:	**750 (80% women).**
NATURE OF BUSINESS:	**Finance**

PROGRAM DESCRIPTION:

Vancouver City Savings Credit Union first developed and implemented an Employee Fitness Program in 1981. In its program, all sports and activities undertaken by staff are converted to miles for quantification. Incentives are given for 100, 300, 500, 750, 1000, 1500 and 2000 mile achievements; weight loss achievements of 25 and 50 pounds; and smoking cessation for 3 months, 6 months and 1 year. Incentives are usually $75.00 in cash or a $75.00 gift certificate.

As well, VanCity is currently designing a Wellness Program which takes a more holistic approach. Not only will the physical or fitness aspect of wellness be acknowledged, but also other methods of promoting good health and a lifestyle balanced between community, home and work responsibilities. The new Incentive program, which is currently being piloted by a cross-section of staff, offers points for: community or volunteer involvement; environmental initiatives such as recycling and car-pooling; completion of credit or non-credit night school courses; involvement in VanCity committees; perfect attendance; eating a healthy breakfast; setting

aside time to meditate, reflect, pray; hugging a person a day; and other activities. Incentive awards, milestones and a slogan/logo will be determined during the pilot project.

A section call "LivingWell" in VanCity's weekly newsletter offers tips on nutrition, stress reduction, exercise, etc. The opportunity to read the newsletter is the only way, to date, that family members and retirees are involved in the Fitness program. VanCity Savings also provides an Employee Assistance Program which is contracted with an outside firm to ensure anonymous treatment and support. Policies are being prepared to include the updated Wellness program and define employee eligibility for receipt of incentives. The health-related programs are coordinated and funded by the Employee Development Department, which consists of a manager, a coordinator and a part-time assistant. Approximately one-quarter of the workforce particpates in the Fitness Program. Relationship of absenteeism to program participation will be determined later this year. A staff survey addressing many workplace and policy issues will seek employee ideas for program enhancement.

APPENDIX A -

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